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ABSTRACT

Salaries of full-time administrators at public, doctoral-granting institutions for 1982-1983 were surveyed. A ranking of salaries paid among 136 universities in 47 states is presented, along with salary data arranged into nine regions defined by the Equal Employment Opportunity Commission. The New York and Boston regions are combined. A table of salaries paid to university system officers is also included. A university system is defined as having a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were returned by 30 university systems in 26 states. The system positions have been revised to include new position titles of associate and assistant vice presidents. Information is also provided on whether a salary is paid for a position with a dual function. To provide anonymity, the universities are not identified with their salaries, but are listed separately. Three positions have been added to the 1982-1983 report. The combined position of Vice President of Research Services and Graduate Dean is listed as a title under The Research Officers heading. Two new dean positions are Dean of Dentistry and Dean of Health Professions. (SW)

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SIXTEENTH ANNUAL
RANK-ORDER DISTRIBUTION
OF
ADMINISTRATIVE SALARIES
PAID

1982-1983

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THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED THIRTY-SIX STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-SEVEN STATES
AND THIRTY UNIVERSITY SYSTEMS
IN TWENTY-SIX STATES

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OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS

DECEMBER 31, 1982

AE 015-928

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the sixteenth annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was less than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title. Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASLUGC).

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

Three positions have been added to the 1982-83 report. The combined position of Vice President of Research Services and Graduate Dean is listed as a title under Research officers. Two dean positions have been added to this report: Dean of Dentistry and Dean of Health Professions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-four universities in fifty states. From this group, replies were received from one hundred thirty-six institutions in forty-seven states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC).

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred thirty-six participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to forty-one university systems in thirty-three states, and replies were received from thirty university systems in twenty-six states.

The system positions have been revised to include new position titles of Associate and Assistant Vice Presidents. In addition, several positions were eliminated because few salaries had been reported during the past five years.

TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES
IN FORTY-SEVEN STATES

This table summarizes the data for one hundred thirty-six universities in forty-seven states. For making these data available, the University of Arkansas is grateful to the following universities:

Arizona State University	Memphis State University
Auburn University	Michigan Technological University
Ball State University	Middle Tennessee State University
Bowling Green State University	Mississippi State University
California State University at Los Angeles	Montana State University
Central Michigan University	New Mexico Institute of Mining and Technology
City University of New York - Bernard/Baruch College	New Mexico State University
City University of New York - Brooklyn College	North Carolina State University at Raleigh
Clemson University	North Dakota State University
Cleveland State University	North Texas State University
College of William and Mary	Northeast Louisiana University
Colorado School of Mines	Northern Arizona University
Colorado State University	Northwestern State University of Louisiana
East Tennessee State University	Oakland University
East Texas State University	Ohio University
Florida State University	Oklahoma State University
Georgia Institute of Technology	Oregon State University
Georgia State University	Portland State University
Idaho State University	South Dakota School of Mines and Technology
Illinois State University	South Dakota State University
Indiana State University	Southern Illinois University at Carbondale
Indiana University of Pennsylvania	Southern Illinois University at Edwardsville
Indiana University-Purdue University at Indianapolis	State University of New York at Albany
Indiana University at Bloomington	State University of New York at Binghamton
Iowa State University of Science and Technology	State University of New York at Buffalo
Kent State University	State University of New York at Stony Brook
Lamar University	Stephen F. Austin State University
Louisiana State University & Agricultural & Mechanical College	Temple University
Louisiana Tech University	Tennessee Tech University

TABLE I (Continued)

Texas A & I University	University of Michigan
Texas A & M University	University of Minnesota -
Texas Tech University and Texas	Minneapolis/St. Paul
Tech University Health	University of Mississippi
Sciences Center	University of Missouri
University of Akron	at Columbia
University of Alabama	University of Missouri
University of Alabama	at Kansas City
at Birmingham	University of Missouri
University of Alabama	at Rolla
at Hunstville	University of Missouri
University of Alaska	at St. Louis
at Fairbanks	University of Montana
University of Arizona	University of Nebraska
University of Arkansas	at Lincoln
University of California	University of Nebraska
at Davis	at Omaha
University of Cincinnati	University of Nevada
University of Colorado	at Las Vegas
at Boulder	University of Nevada
University of Colorado	at Reno
at Denver	University of New Hampshire
University of Connecticut	University of New Mexico
University of Florida	University of North Carolina
University of Georgia	at Chapel Hill
University of Hawaii	University of North Carolina
at Manoa	at Greensboro
University of Houston	University of North Dakota
University of Idaho	University of Northern Colorado
University of Illinois	University of North Florida
at Chicago Circle	University of Northern Iowa
University of Illinois	University of Oklahoma
at Urbana-Champaign	University of Oregon
University of Iowa	University of South Alabama
University of Kansas	University of South Carolina
at Lawrence	University of South Dakota
University of Kentucky	University of South Florida
University of Louisville	University of Southern Mississippi
University of Lowell	University of Southwestern Louisiana
University of Maine	University of Tennessee
at Orono	at Knoxville
University of Maryland - Baltimore	University of Texas
Professional School	at Arlington
University of Maryland -	University of Texas
Baltimore County	at Austin
University of Maryland -	University of Texas
at College Park	at Dallas

TABLE I (Continued)

University of Texas	University of Wyoming
at El Paso	Utah State University
University of Toledo	Virginia Commonwealth University
University of Utah	Virginia Polytechnic Institute
University of Vermont	and State University
University of Virginia	Washington State University
University of Wisconsin	Wayne State University
at Madison	West Virginia University
University of Wisconsin	Wichita State University
at Milwaukee	

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF
MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	88,850 *
2	86,100 *
3	84,900 *
4	82,000 *
5	81,500 *
6	80,000 *
7	79,680 *
8	77,995 *
9	77,752 *
10	76,000 *
11	72,828 *
12	71,000 *
13	70,000 *
14	67,000 *
15	66,725 *
16	62,700 *
17	55,424 *
AVERAGE	75,332

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	125,000 *
2	115,000 *
3	97,478 *
4	95,666 *
5	94,000 *
6	94,037 *
7	90,000 *
8	89,400 *
9	89,400 *
10	88,000 *
11	86,213 *
12	84,213 *
13	84,750 *
14	84,750 *
15	84,750 *
16	84,600 *
17	84,347 *
18	83,000 *
19	82,950 *
20	82,620 *
21	82,100 *
22	82,000 *
23	80,923 *
24	80,804 *
25	80,862 *
26	80,498 *
27	80,250 *
28	80,090 *
29	80,000 *
30	80,000 *
31	79,390 *
32	79,300 *
33	78,300 *
34	78,154 *
35	78,150 *
36	78,000 *
37	77,667 *
38	77,595 *
39	77,000 *
40	76,500 *

RANK	SALARY
41	74,500 *
42	74,000 *
43	74,000 *
44	73,000 *
45	73,000 *
46	74,676 *
47	73,500 *
48	73,000 *
49	72,940 *
50	72,500 *
51	72,450 *
52	72,450 *
53	72,000 *
54	71,500 *
55	71,050 *
56	71,000 *
57	71,000 *
58	70,626 *
59	70,260 *
60	70,211 *
61	70,000 *
62	70,000 *
63	69,620 *
64	69,620 *
65	69,350 *
66	68,900 *
67	68,800 *
68	68,811 *
69	68,811 *
70	68,511 *
71	68,000 *
72	68,000 *
73	67,569 *
74	67,568 *
75	67,500 *
76	67,090 *
77	66,725 *
78	66,200 *
79	66,000 *
80	65,213 *
81	65,052 *
82	65,052 *
83	65,052 *
84	65,070 *
85	65,000 *
86	64,560 *
87	64,538 *
88	64,538 *

RANK	SALARY
89	64,000 *
90	63,500 *
91	63,320 *
92	63,000 *
93	63,000 *
94	62,924 *
95	62,734 *
96	62,700 *
97	62,700 *
98	62,600 *
99	62,000 *
100	61,500 *
101	61,500 *
102	60,150 *
103	60,000 *
104	59,988 *
105	59,500 *
106	58,000 *
107	57,000 *
108	56,858 *
109	56,760 *
110	55,388 *
111	55,080 *
112	55,000 *
113	54,500 *
114	54,500 *
115	53,600 *
116	52,600 *
117	51,400 *
118	49,650 *
AVERAGE	72,134

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE I (Continued)

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	\$3,138 *
2	\$0,000 *
3	\$9,400 *
4	\$9,728 *
5	\$8,000 *
6	\$6,300 *
7	\$4,800 *
8	\$3,000 *
9	\$2,000 *
10	\$3,908 *
11	\$3,000 *
12	\$3,000 *
13	(\$3,000) *
14	\$2,900 *
15	\$2,500 *
16	\$2,000 *
17	\$1,499 *
18	\$1,100 *
19	\$1,000 *
20	\$1,000 *
21	\$1,000 *
22	\$0,925 *
23	\$0,700 *
24	\$0,625 *
25	\$0,112 *
26	\$0,350 *
27	\$0,400 *
28	\$7,300 *
29	\$7,200 *
30	\$6,600 *
31	\$6,359 *
32	\$6,200 *
33	\$6,000 *
34	\$5,000 *
35	\$5,000 *
36	\$4,963 *
37	\$4,963 *
38	\$4,800 *
39	\$4,800 *
40	\$4,500 *
41	\$3,500 *
42	\$3,420 *
43	\$2,000 *
44	\$1,567 *
45	\$1,500 *
46	\$1,500 *
47	\$0,994 *
48	\$0,850 *
49	\$0,840 *
50	\$0,810 *
51	\$0,600 *
52	\$0,000 *
53	\$0,000 *
54	\$0,000 *
55	\$0,000 *
56	\$0,850 *
57	\$0,832 *
58	\$0,711 *
59	\$0,700 *
60	\$0,490 *
61	\$0,300 *
62	\$0,160 *
63	\$0,000 *
64	\$0,000 *
65	\$0,980 *
66	\$0,704 *
67	\$0,404 *

RANK

SALARY

68	\$8,500 *
69	\$8,000 *
70	(\$8,000) *
71	\$8,000 *
72	\$8,000 *
73	\$7,375 *
74	\$7,100 *
75	\$7,000 *
76	\$6,450 *
77	\$6,291 *
78	\$6,200 *
79	\$6,000 *
80	\$5,500 *
81	\$5,371 *
82	(\$5,284) *
83	\$5,000 *
84	\$4,701 *
85	\$4,600 *
86	\$4,500 *
87	\$4,144 *
88	\$4,142 *
89	\$4,000 *
90	\$4,000 *
91	\$4,000 *
92	\$3,958 *
93	\$3,832 *
94	\$3,194 *
95	\$3,000 *
96	\$3,000 *
97	\$2,380 *
98	\$1,000 *
99	\$1,000 *
100	\$0,150 *
101	\$0,008 *
102	\$0,000 *
103	\$9,249 *
104	\$9,000 *
105	\$8,602 *
106	\$8,104 *
107	(\$8,098) *
108	\$8,000 *
109	\$5,878 *
AVERAGE	\$1,666

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(\$3,545) *
2	\$9,800 *
3	\$4,500 *
4	\$6,162 *
5	(\$3,000) *
6	\$1,500 *
7	\$9,500 *
8	\$9,000 *
9	\$8,500 *
10	\$8,000 *
11	\$7,410 *
12	\$6,000 *
13	\$6,000 *
14	\$5,000 *
15	\$4,910 *
16	\$4,067 *
17	\$4,050 *
18	\$2,500 *
19	\$1,253 *
20	\$0,500 *
21	(\$9,900) *
22	\$9,358 *
23	\$9,150 *
24	(\$8,000) *
25	\$7,000 *
26	(\$5,284) *
27	\$3,891 *
28	\$3,000 *
29	\$2,000 *
30	(\$8,098) *
31	\$6,996 *

AVERAGE \$3,609

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY	RANK	SALARY
		68	47,154 *
		69	46,230
		70	46,000
1	73,819 *	71	44,856 *
2	66,476 *	72	45,769 *
3	64,400 *	73	44,654
4	63,223 *	74	44,500
5	62,000 *	75	44,400 *
6	62,070 *	76	44,500
7	58,500 *	77	45,325
8	58,300 *	78	45,073
9	54,100 *	79	44,000 *
10	58,000 *	80	44,000 *
11	47,000 *	81	44,000 *
12	56,400	82	44,922 *
13	56,750 *	83	44,520
14	54,600 *	84	44,496 *
15	56,431 *	85	44,400
16	54,400 *	86	44,000
17	56,200	87	43,400
18	46,200 *	88	43,423 *
19	56,180	89	43,393
20	46,035 *	90	43,026
21	56,000 *	91	43,000 *
22	44,400 *	92	42,941
23	54,000 *	93	42,900 *
24	54,458 *	94	42,400 *
25	44,310 *	95	42,800
26	44,145 *	96	42,420 *
27	44,120 *	97	42,420
28	(54,100) *	98	42,101
29	53,456 *	99	41,744
30	52,584	100	41,500 *
31	52,480 *	101	41,400 *
32	42,580 *	102	41,136
33	52,500 *	103	41,055
34	52,425 *	104	41,000
35	52,395 *	105	40,979
36	41,696 *	106	40,575 *
37	41,200 *	107	40,020
38	41,192	108	40,000
39	41,180 *	109	40,000 *
40	40,930 *	110	40,000
41	40,880	111	39,974
42	40,800 *	112	39,600 *
43	40,240	113	39,500 *
44	40,115 *	114	39,000
45	40,000 *	115	39,000 *
46	40,000 *	116	39,000
47	40,000 *	117	38,551
48	40,000 *	118	38,128 *
49	49,902 *	119	38,002
50	49,824 *	120	37,947 *
51	40,423 *	121	35,440
52	40,500 *	122	35,000
53	40,445 *	123	34,800
54	40,200 *	124	34,179
55	40,100 *	125	31,200
56	40,076 *	126	30,833
57	40,032	127	29,540
58	40,000	128	27,882 *
59	48,870	129	24,000
60	48,750 *		
61	48,671 *	AVERAGE	47,413
62	48,400 *		
63	48,400		
64	48,200 *		
65	48,072		
66	47,410		
67	47,600 *		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	\$2,100 *
2	\$1,487 *
3	\$0,976 *
4	\$0,000 *
5	\$0,900 *
6	\$7,098 *
7	(\$4,952) *
8	\$4,517 *
9	\$4,401 *
10	\$3,943 *
11	\$3,800 *
12	\$3,008 *
13	(\$3,000) *
14	\$2,806 *
15	\$2,500 *
16	\$1,746 *
17	\$1,500 *
18	\$1,000 *
19	\$0,893 *
20	\$0,500 *
21	\$0,444 *
22	(\$0,000) *
23	\$0,493 *
24	(\$0,234) *
25	\$0,000 *
26	\$0,500 *
27	\$0,780 *
28	\$7,889 *
29	\$7,700 *
30	\$7,440 *
31	\$7,296 *
32	\$6,500 *
33	\$6,179 *
34	\$5,800 *
35	\$5,600 *
36	(\$5,544) *
37	\$5,400 *
38	\$5,352 *
39	\$5,000 *
40	\$5,000 *
41	\$4,999 *
42	\$4,700 *
43	\$4,700 *
44	\$4,491 *
45	\$4,400 *
46	\$4,365 *
47	\$4,023 *
48	\$3,948 *
49	(\$3,928) *
50	\$3,875 *
51	\$3,600 *
52	\$3,420 *
53	\$3,320 *
54	\$3,252 *
55	\$3,193 *
56	\$3,150 *
57	\$2,760 *
58	\$2,000 *
59	\$1,800 *
60	\$1,482 *
61	\$1,240 *
62	\$1,100 *
63	\$1,079 *

RANK	SALARY
44	\$0,890
65	\$0,653
66	\$0,495
67	\$0,000
68	\$0,994 *
69	\$0,690 *
70	\$0,653 *
71	\$0,342
72	\$0,000
73	\$0,890
74	\$0,750 *
75	\$0,704 *
76	\$0,657 *
77	\$0,600 *
78	\$0,200 *
79	\$0,168 *
80	\$7,830 *
81	\$7,771
82	\$7,189 *
83	\$7,031 *
84	\$6,125 *
85	\$6,100 *
86	\$6,000
87	\$5,999 *
88	\$5,800
89	\$5,731 *
90	\$5,662
91	\$5,495 *
92	\$5,400 *
93	\$5,213
94	\$5,110
95	\$4,837 *
96	\$4,837
97	\$4,200 *
98	\$4,200
99	(\$3,043) *
100	\$3,001
101	\$2,800
102	\$2,300 *
103	\$1,000 *
104	\$1,053
105	\$0,588 *
106	\$0,249 *
107	\$0,000
AVEGAGE	\$3,253

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY	RANK	SALARY
		66	43,680
		67	43,506 *
		68	43,393
		69	43,142
1	48,244 *	70	43,060
2	47,639 *	71	43,000 *
3	42,320 *	72	43,000
4	42,136 *	73	43,000 *
5	42,000 *	74	42,918
6	41,900 *	75	42,800
7	39,444 *	76	42,750
8	39,400 *	77	42,500
9	38,400 *	78	42,460 *
10	38,315 *	79	42,345 *
11	38,000 *	80	42,252
12	36,134 *	81	42,000 *
13	36,000 *	82	42,000 *
14	34,700 *	83	41,910 *
15	34,622 *	84	41,720
16	34,400 *	85	41,707
17	33,700 *	86	41,550 *
18	33,678 *	87	41,544 *
19	33,500 *	88	40,700
20	33,255 *	89	40,300 *
21	32,523 *	90	40,170 *
22	32,164 *	91	40,095
23	31,800 *	92	39,800 *
24	31,800	93	39,700
25	31,420 *	94	39,672 *
26	31,500 *	95	39,300
27	31,500 *	96	39,234 *
28	31,400 *	97	39,000
29	31,340 *	98	38,954 *
30	31,292 *	99	38,775
31	30,800 *	100	38,280
32	30,405 *	101	38,000
33	30,440 *	102	38,000
34	30,000 *	103	37,864 *
35	29,992 *	104	37,875 *
36	29,799 *	105	37,033
37	29,800 *	106	37,012
38	29,300 *	107	36,744
39	29,140 *	108	36,436
40	29,000 *	109	36,400
41	28,894 *	110	36,060
42	28,608 *	111	36,000 *
43	28,000 *	112	36,700 *
44	27,800 *	113	36,120
45	27,590 *	114	36,986
46	27,500	115	36,043
47	27,478	116	36,398 *
48	27,270	117	35,800
49	27,000 *	118	35,600
50	26,900	119	35,28
51	26,788	120	35,048 *
52	26,430	121	27,381 *
53	26,516 *		
54	26,155 *		
55	26,000 *		
56	26,000 *		
57	26,984 *		
58	26,000 *		
59	26,000 *		
60	26,000		
61	26,900 *		
62	26,500		
63	26,400 *		
64	26,200		
65	26,000 *		
		AVERAGE	45,763

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TABLE I (Continued)

BUSINESS AND FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY	RANK	SALARY
1	79,800 *	63	55,992 *
2	78,400 *	64	55,902 *
3	75,000 *	65	55,900
4	73,000 *	66	55,899 *
5	(72,000) *	67	55,800 *
6	72,000 *	68	55,750 *
7	72,000 *	69	55,472
8	71,900	70	55,000
9	70,424 *	71	55,000
10	(70,100) *	72	54,701
11	70,000 *	73	54,295 *
12	69,300 *	74	(54,144)
13	68,500 *	75	54,142 *
14	67,938	76	54,050 *
15	67,584 *	77	54,032 *
16	66,900 *	78	54,000 *
17	66,851	79	54,000
18	66,185	80	54,000 *
19	66,000 *	81	54,000
20	66,000 *	82	54,000
21	64,700	83	53,869
22	64,600 *	84	53,500
23	64,400 *	85	53,500
24	64,303 *	86	52,649
25	64,100	87	52,500
26	62,815 *	88	52,224
27	62,500 *	89	52,057 *
28	62,282 *	90	52,000 *
29	61,800 *	91	52,000
30	61,734 *	92	51,950
31	61,734 *	93	51,352
32	61,721 *	94	51,000 *
33	61,237 *	95	51,000
34	61,000 *	96	51,000 *
35	60,924 *	97	50,150
36	60,872	98	50,008
37	60,871 *	99	50,000 *
38	60,860	100	49,570
39	60,795 *	101	49,008 *
40	60,750	102	48,852 *
41	60,509 *	103	48,850 *
42	60,300 *	104	48,732
43	60,400	105	48,602
44	60,000 *	106	48,098
45	59,600 *	107	48,000
46	59,569 *	108	46,000 *
47	59,500 *	109	45,000 *
48	59,500 *	110	44,000
49	59,000 *	111	38,159
50	58,975		
51	58,900		
52	58,760 *		
53	58,000 *		
54	58,000 *		
55	57,950 *		
56	57,912 *		
57	57,780		
58	57,500		
59	57,000		
60	56,700 *		
61	56,225		
62			

AVERAGE 58,425

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	65,835 *
2	60,755 *
3	60,370 *
4	58,800 *
5	56,000 *
6	55,400 *
7	55,300 *
8	54,550 *
9	54,480 *
10	(54,300) *
11	53,800 *
12	52,640 *
13	52,500 *
14	52,487 *
15	52,396 *
16	52,108 *
17	51,900 *
18	51,250 *
19	50,040 *
20	50,000 *
21	49,500 *
22	49,404 *
23	(49,376) *
24	48,804 *
25	48,500 *
26	48,000 *
27	48,000 *
28	46,605 *
29	46,600 *
30	46,306 *
31	46,235 *
32	46,200 *
33	46,000 *
34	46,000 *
35	45,987 *
36	45,745 *
37	45,381 *
38	45,350 *
39	45,190 *
40	45,106 *
41	45,000 *
42	44,726 *
43	44,700 *
44	44,500 *
45	44,500 *
46	44,255 *
47	44,000 *
48	44,000 *
49	43,334 *
50	43,000 *
51	42,950 *
52	42,500 *
53	42,250 *
54	42,012 *
55	42,000 *
56	41,759 *
57	41,600 *
58	41,472 *
59	41,000 *
60	40,904 *
61	40,752 *
62	40,632 *
63	40,572 *
64	40,548 *
65	40,500 *

RANK	SALARY
66	40,350 *
67	40,000 *
68	40,000 *
69	39,954 *
70	39,667 *
71	39,600 *
72	39,510 *
73	39,662 *
74	38,500 *
75	38,500 *
76	38,000 *
77	37,514 *
78	37,324 *
79	37,204 *
80	37,092 *
81	37,000 *
82	36,900 *
83	36,850 *
84	36,020 *
85	35,500 *
86	35,000 *
87	35,000 *
88	34,896 *
89	34,681 *
90	34,500 *
91	34,000 *
92	33,929 *
93	33,700 *
94	33,335 *
95	33,193 *
96	33,000 *
97	32,916 *
98	32,905 *
99	32,600 *
100	31,927 *
101	31,900 *
102	31,750 *
103	31,536 *
104	31,363 *
105	31,000 *
106	30,377 *
AVERAGE	42,955

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(72,000) *
2	67,200 *
3	(67,000) *
4	62,000 *
5	59,565 *
6	57,800 *
7	(54,300) *
8	48,800 *
9	47,817 *
10	(46,871) *
11	44,500 *
12	46,000 *
13	44,700 *
14	44,000 *
15	42,350 *
16	41,250 *

RANK	SALARY
17	39,100 *
18	38,900 *
19	38,129 *
20	37,828 *
21	37,228 *
22	30,183 *
23	29,597 *
24	29,543 *
25	27,150 *
AVERAGE	45,905

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	79,123 *
2	65,450 *
3	53,500 *
4	53,380 *
5	52,140 *
6	47,000 *
7	41,765 *
8	51,958 *
9	51,500 *
10	50,000 *
11	46,664 *
12	45,600 *
13	44,100 *
14	44,000 *
15	43,041 *
16	42,378 *
17	42,364 *
18	42,000 *
19	42,000 *
20	41,197 *
21	40,890 *
22	40,219 *
23	39,422 *
24	39,046 *
25	38,508 *
26	38,002 *
27	38,000 *
28	37,550 *
29	37,500 *
30	37,198 *
31	36,800 *
32	36,098 *
33	35,855 *
34	35,004 *
35	34,700 *
36	34,425 *
37	33,600 *
38	33,567 *
39	31,296 *
40	29,350 *
41	29,050 *
42	28,240 *
43	27,000 *
44	26,589 *
45	25,971 *
46	25,000 *
47	17,150 *
AVERAGE	40,210

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	51,400 *	67	28,908	39	39,874 *
2	49,992 *	68	28,065	40	39,600 *
3	48,400 *	69	28,000 *	41	39,350 *
4	46,300 *	70	27,384 *	42	39,240 *
5	45,700 *	71	26,750	43	39,034 *
6	43,608 *	72	26,690	44	38,796 *
7	42,500 *	73	26,600	45	38,191 *
8	42,397 *	74	26,597 *	46	38,000 *
9	42,100 *	75	26,442 *	47	38,000 *
10	41,028 *	76	26,300 *	48	38,000 *
11	39,500	77	26,079	49	37,900 *
12	39,423	78	25,851 *	50	37,500 *
13	39,323 *	79	25,400 *	51	37,488 *
14	39,250	80	25,263 *	52	37,149 *
15	38,838 *	81	24,411	53	37,092 *
16	38,781 *	82	24,712	54	36,500 *
17	38,546 *	83	23,100	55	36,108 *
18	38,500 *	84	23,043 *	56	36,050 *
19	37,908 *	85	22,500	57	36,000 *
20	37,000 *	86	22,000	58	36,000 *
21	36,613 *	87	19,725 *	59	35,632 *
22	36,300 *	88	19,500 *	60	35,600 *
23	35,880 *	AVERAGE	32,559	61	35,500
24	35,863 *			62	35,497 *
25	35,600 *			63	35,471 *
26	35,156			64	34,850
27	34,500			65	34,850
28	34,455			66	34,700 *
29	34,399 *			67	34,320 *
30	34,344 *			68	34,000 *
31	33,929 *			69	33,936
32	33,710			70	33,700
33	33,675 *			71	33,493
34	33,432 *			72	33,400 *
35	32,865 *			73	33,011 *
36	32,800 *			74	32,934 *
37	32,787			75	32,880 *
38	32,600 *			76	32,170
39	32,500			77	32,050 *
40	32,440 *			78	31,350 *
41	32,364 *			79	31,049
42	32,239 *			80	31,030
43	32,054 *			81	30,852
44	32,000 *			82	30,365
45	31,920 *			83	30,150 *
46	31,600			84	29,928 *
47	31,523			85	29,345 *
48	31,356 *			86	29,200
49	31,350 *			87	29,028 *
50	31,296 *			88	28,800
51	31,200			89	28,500
52	30,940			90	28,397 *
53	30,779 *			91	28,000
54	30,440 *			92	27,852 *
55	30,420 *			93	27,814
56	30,400 *			94	27,752 *
57	30,311 *			95	27,350 *
58	30,000			96	26,570 *
59	29,931 *			97	26,357 *
60	29,700			98	21,000 *
61	29,640 *				
62	29,578 *				
63	29,500 *				
64	29,301 *				
65	29,100				
66	28,940 *				

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	59,112 *
2	56,412 *
3	54,340 *
4	52,270 *
5	50,000 *
6	50,000 *
7	49,680
8	49,000 *
9	48,600 *
10	48,591 *
11	47,760 *
12	47,640 *
13	47,500 *
14	46,805 *
15	46,644 *
16	46,584 *
17	46,500
18	46,477 *
19	46,000 *
20	46,000 *
21	45,888 *
22	45,000 *
23	45,000 *
24	44,690
25	44,500
26	44,300 *
27	44,000
28	43,600 *
29	43,350
30	42,700 *
31	42,250 *
32	42,000
33	42,000 *
34	41,748 *
35	41,710 *
36	41,100 *
37	40,000 *
38	39,988 *

AVERAGE 38,408

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY	RANK	SALARY
1	59,924 *	64	37,110
2	59,600 *	66	36,002 *
3	57,054 *	67	36,592
4	55,680 *	68	36,490
5	52,198 *	69	34,244 *
6	51,800	70	36,000 *
7	51,500 *	71	35,800 *
8	48,642	72	35,660 *
9	48,000 *	73	(35,544)
10	48,500 *	74	35,471
11	47,500 *	75	35,415 *
12	46,400 *	76	35,304 *
13	46,000 *	77	35,040
14	46,000 *	78	35,035 *
15	45,940	79	35,000
16	45,800 *	80	35,000
17	45,524 *	81	35,000
18	45,500 *	82	34,788 *
19	45,204 *	83	34,600
20	44,810 *	84	34,025 *
21	44,700 *	85	34,000 *
22	44,300 *	86	34,000 *
23	44,200 *	87	(33,928) *
24	44,200 *	88	33,800 *
25	44,100	89	33,664
26	44,000 *	90	33,613 *
27	43,912	91	33,460 *
28	43,892 *	92	32,935 *
29	43,728	93	32,700 *
30	43,624 *	94	32,700
31	(43,000)	95	32,700 *
32	42,998 *	96	32,610
33	42,744 *	97	32,400
34	42,397 *	98	32,300 *
35	42,000 *	99	32,000
36	42,000 *	100	32,000 *
37	42,000 *	101	31,914 *
38	42,000 *	102	31,805
39	41,834 *	103	31,400
40	41,545	104	30,423
41	40,788 *	105	30,084
42	40,550 *	106	30,000
43	40,440 *	107	29,830
44	40,350 *	108	29,750 *
45	40,300 *	109	29,720
46	40,000 *	110	29,622 *
47	39,632 *	111	29,600 *
48	39,617 *	112	29,550
49	39,408 *	113	29,000
50	39,400	114	28,940
51	39,000 *	115	28,700
52	38,972 *	116	28,620
53	38,450	117	28,500 *
54	38,203 *	118	27,775 *
55	37,948 *	119	27,592 *
56	37,900	120	26,940
57	37,832 *	121	26,392
58	37,820	122	25,950 *
59	37,800 *	123	25,000
60	37,740	124	24,000
61	37,740 *	125	22,870
62	37,600	126	22,661
63	37,500	127	20,242 *
64	37,318		
		AVERAGE	37,663

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	49,000 *
2	50,000 *
3	57,400 *
4	57,350
5	(56,000) *
6	55,300 *
7	54,175 *
8	54,121 *
9	54,000 *
10	53,600
11	52,263 *
12	52,100 *
13	51,800 *
14	51,005 *
15	50,900 *
16	50,465
17	50,173 *
18	50,070 *
19	50,600 *
20	50,450 *
21	50,300 *
22	50,005 *
23	50,000 *
24	47,915 *
25	57,851 *
26	57,600 *
27	57,394
28	57,250 *
29	57,000 *
30	57,000 *
31	56,275 *
32	56,192 *
33	56,160
34	55,900
35	55,800 *
36	55,650 *
37	55,600
38	55,500 *
39	55,472 *
40	54,855 *
41	54,865
42	54,850
43	54,413 *
44	54,330 *
45	(54,144)
46	54,100
47	54,000 *
48	54,000 *
49	53,928 *
50	53,870 *
51	53,500
52	53,500 *
53	53,344 *
54	53,000 *
55	52,500 *
56	52,500 *
57	52,220 *
58	52,000
59	52,000
60	52,000 *
61	52,000
62	51,375 *
63	51,000
64	51,000
65	51,000 *
66	50,400

RANK	SALARY
67	50,000 *
68	49,776 *
69	49,200
70	49,015
71	48,936
72	48,525
73	48,334
74	48,200
75	48,000
76	48,000 *
77	48,000
78	47,726
79	47,400
80	47,213
81	47,070
82	47,000
83	47,000 *
84	45,315 *
85	45,143 *
86	45,000 *
87	45,000
88	44,910
89	(44,900) *
90	44,460
91	44,185 *
92	42,816
93	42,700 *
94	39,994
AVERAGE	54,067

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	70,675 *
2	56,852 *
3	55,800 *
4	53,630 *
5	53,576
6	51,150 *
7	50,871 *
8	50,500 *
9	50,500 *
10	50,500 *
11	49,200 *
12	49,000
13	49,000 *
14	48,775
15	48,072
16	48,000
17	47,687 *
18	47,250 *
19	46,680 *
20	46,470
21	46,275
22	46,160
23	44,717 *
24	44,662 *
25	(44,300) *
26	44,730 *
27	44,500 *
28	44,475
29	44,273
30	43,222

RANK	SALARY
31	43,100 *
32	42,900 *
33	42,100 *
34	42,038 *
35	42,000 *
36	42,000
37	41,744
38	41,000
39	40,939
40	40,711
41	40,500 *
42	40,485
43	40,000 *
44	40,000 *
45	40,000 *
46	39,850 *
47	39,800 *
48	39,275 *
49	39,300 *
50	39,000
51	39,000 *
52	38,750 *
53	38,695 *
54	38,671 *
55	38,624 *
56	38,500 *
57	38,434 *
58	38,194 *
59	38,090 *
60	38,000 *
61	38,000
62	37,913
63	37,085 *
64	37,000 *
65	37,000
66	36,958
67	36,858 *
68	36,748 *
69	35,894 *
70	35,773 *
71	35,600
72	35,500 *
73	35,300
74	35,223
75	35,000 *
76	34,787
77	34,650
78	34,428
79	34,400 *
80	33,800
81	33,500 *
82	32,736 *
83	32,710 *
84	32,266
85	30,070 *
86	30,000 *
87	29,844 *
88	29,086 *
89	28,776 *
90	28,491
91	26,886
AVERAGE	40,977

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STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	54,351 *	13	44,504	83	34,021 *
2	52,300 *	14	(43,402) *	84	34,000 *
3	51,700 *	15	(43,000) *	85	34,000 *
4	48,912	16	44,000 *	86	33,960 *
5	44,533 *	17	44,000	87	33,741
6	40,390 *	18	(43,452) *	88	33,700 *
7	38,300	19	42,875	89	33,500
8	37,858 *	20	42,424 *	90	33,500 *
9	37,617 *	21	42,408	91	33,500
10	36,526 *	22	41,754 *	92	33,486 *
11	35,400 *	23	41,500 *	93	33,700 *
12	34,800	24	41,419 *	94	32,760 *
13	34,485	25	41,142	95	32,500 *
14	33,933	26	41,000	96	32,425
15	33,820	27	40,939	97	31,900
16	33,636 *	28	(40,695) *	98	31,821 *
17	33,310 *	29	40,667 *	99	31,700 *
18	33,020 *	30	40,620 *	100	31,629 *
19	32,910 *	31	40,400 *	101	31,500
20	31,150 *	32	40,065 *	102	31,400 *
21	31,100 *	33	(39,743) *	103	31,000
22	30,740 *	34	39,830	104	30,400 *
23	30,500 *	35	39,784 *	105	29,745
24	29,768 *	36	39,700 *	106	29,710 *
25	28,414 *	37	39,690 *	107	29,700 *
26	28,029 *	38	39,100 *	108	29,610 *
27	27,000	39	39,070	109	29,524
28	26,316	40	39,000 *	110	29,369
29	26,570 *	41	38,927 *	111	29,792
30	24,640 *	42	38,900 *	112	(28,600)
31	24,485	43	38,831 *	113	28,600 *
32	24,113	44	38,800 *	114	28,480
33	24,000 *	45	(38,700) *	115	28,272
34	23,995	46	38,677	116	28,000
35	23,721 *	47	38,434	117	27,768 *
36	23,678 *	48	38,400 *	118	27,338
37	23,600 *	49	38,370 *	119	27,300 *
38	23,703 *	50	38,764	120	26,500
39	22,400	51	38,000 *	121	26,311 *
40	19,625 *	52	37,900 *	122	24,563
41	19,400	53	37,878	123	23,190 *
42	18,713 *	54	37,440 *	124	21,956
43	17,999 *	55	(37,332) *	125	21,710
AVERAGE	31,433	56	37,300	126	21,500
		57	37,092 *	127	21,300
		58	36,850 *		
		59	36,425 *	AVERAGE	36,531
		60	36,156 *		
		61	36,029 *		
		62	(36,000)		
		63	36,000		
		64	35,530		
		65	35,500 *		
		66	35,316 *		
		67	35,268 *		
		68	35,100		
		69	35,051 *		
		70	35,000 *		
		71	35,000		
		72	35,000		
		73	35,000 *		
		74	35,000		
		75	34,860		
		76	34,845		
		77	34,742		
		78	34,736 *		
		79	34,340 *		
		80	34,320 *		
		81	34,268 *		
		82	34,026 *		

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY	RANK	SALARY
1	(51,714) *	71	34,000
2	50,611 *	72	33,000
3	(51,540) *	73	33,000 *
4	50,172 *	74	33,000
5	40,000 *	75	34,860
6	49,700 *	76	34,845
7	49,000 *	77	34,742
8	48,915 *	78	34,736 *
9	(48,760) *	79	34,340 *
10	48,168	80	34,320 *
11	(47,550) *	81	34,268 *
12	46,607 *	82	34,026 *

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY	RANK	SALARY
1	50,419 *	67	32,340 *
2	(49,000) *	68	32,099 *
3	43,800 *	69	32,000 *
4	41,500 *	70	32,000 *
5	41,139 *	71	31,906 *
6	40,800 *	72	31,644 *
7	39,844 *	73	31,626 *
8	39,676 *	74	31,518 *
9	39,672 *	75	31,475 *
10	39,640 *	76	31,363 *
11	39,240 *	77	31,300 *
12	39,053 *	78	31,240 *
13	38,840 *	79	31,200 *
14	38,500 *	80	31,091 *
15	38,400 *	81	31,000 *
16	38,316 *	82	30,391 *
17	38,000 *	83	30,157 *
18	37,968 *	84	30,094 *
19	37,740 *	85	30,000 *
20	37,723 *	86	29,969 *
21	37,500 *	87	29,946 *
22	37,440 *	88	29,848 *
23	37,200 *	89	29,708 *
24	37,060 *	90	29,620 *
25	36,936 *	91	29,600 *
26	36,934 *	92	29,307 *
27	36,900 *	93	29,091 *
28	36,855 *	94	29,023 *
29	36,720 *	95	29,000 *
30	36,213 *	96	28,950 *
31	36,108 *	97	28,864 *
32	(36,000) *	98	28,801 *
33	35,772 *	99	28,650 *
34	35,450 *	100	28,550 *
35	35,530 *	101	28,500 *
36	35,484 *	102	28,285 *
37	35,454 *	103	28,243 *
38	35,430 *	104	27,940 *
39	35,256 *	105	27,901 *
40	35,200 *	106	27,873 *
41	35,126 *	107	27,600 *
42	35,163 *	108	27,596 *
43	35,060 *	109	27,550 *
44	35,000 *	110	27,354 *
45	34,896 *	111	26,935 *
46	34,827 *	112	26,400 *
47	34,700 *	113	26,400 *
48	34,100 *	114	26,230 *
49	34,000 *	115	26,222 *
50	34,000 *	116	26,200 *
51	34,000 *	117	26,000 *
52	33,983 *	118	25,250 *
53	33,940 *	119	25,106 *
54	33,800 *	120	25,100 *
55	33,794 *	121	25,019 *
56	33,598 *	122	24,912 *
57	33,520 *	123	24,826 *
58	33,371 *	124	24,750 *
59	33,245 *	125	24,720 *
60	33,050 *	126	23,900 *
61	33,000 *	127	23,820 *
62	33,000 *	128	23,226 *
63	32,957 *	129	23,100 *
64	32,808 *	130	23,000 *
65	32,800 *	131	21,756 *
66	32,400 *	132	20,545 *
		AVERAGE	32,321

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1962-1963

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY	RANK	SALARY
1	(61,714) *	64	34,800
2	52,440 *	65	34,766 *
3	51,540 *	66	34,450 *
4	51,445 *	67	34,400
5	51,000 *	68	34,370 *
6	49,100 *	69	34,033
7	(48,740) *	70	34,000
8	48,400 *	71	33,955
9	48,168	72	33,840 *
10	48,022 *	73	33,530 *
11	48,000 *	74	33,400 *
12	47,952	75	33,500 *
13	(47,500) *	76	33,252
14	(45,492) *	77	33,200
15	45,000 *	78	33,000
16	45,000 *	79	32,849
17	(43,452) *	80	32,500 *
18	43,000	81	32,484
19	42,750 *	82	32,194
20	42,712 *	83	32,148
21	42,510 *	84	32,130 *
22	42,400 *	85	31,900
23	42,100 *	86	31,871 *
24	42,012	87	31,820 *
25	42,000 *	88	31,750 *
26	42,000 *	89	31,700 *
27	42,000 *	90	31,500 *
28	41,370 *	91	31,320 *
29	40,830 *	92	31,008
30	40,793 *	93	31,000
31	(40,693) *	94	30,965 *
32	40,637 *	95	30,850
33	40,400	96	30,341
34	40,392	97	30,217
35	40,100 *	98	30,058
36	(39,943) *	99	30,000 *
37	39,407 *	100	30,000 *
38	38,950 *	101	30,000
39	38,900	102	30,000
40	(38,700) *	103	29,543 *
41	38,700	104	29,308
42	38,588	105	29,376 *
43	38,400 *	106	29,000
44	38,300 *	107	28,830 *
45	37,900 *	108	28,820
46	37,899	109	28,728 *
47	37,744 *	110	(28,600) *
48	37,740 *	111	27,300 *
49	37,500 *	112	27,000
50	37,500 *	113	26,733
51	37,405 *	114	26,200 *
52	37,400 *	115	25,800
53	(37,337) *	116	24,000 *
54	36,440 *	117	23,350
55	36,091	118	22,500 *
56	35,900 *	119	21,258
57	35,647 *		
58	35,428		
59	35,268 *		
60	35,250 *		
61	35,195 *		
62	35,000		
63	34,815 *		
		AVERAGE	36,478

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PAID 1982-1983

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	53,600 *
2	50,300 *
3	49,272 *
4	48,500 *
5	47,406 *
6	47,300 *
7	46,000 *
8	44,600 *
9	44,526 *
10	44,400 *
11	44,000 *
12	43,540 *
13	43,444 *
14	42,000 *
15	42,043 *
16	41,691 *
17	41,474 *
18	41,290 *
19	40,793 *
20	(40,736) *
21	40,444 *
22	40,235 *
23	40,000 *
24	39,424 *
25	(39,500) *
26	38,984 *
27	38,915 *
28	38,500 *
29	38,213 *
30	38,016 *
31	38,000 *
32	38,000 *
33	38,000 *
34	38,000 *
35	37,620 *
36	37,416 *
37	37,232 *
38	37,100 *
39	37,100 *
40	36,666 *
41	36,450 *
42	36,419 *
43	36,224 *
44	36,156 *
45	35,969 *
46	35,842 *
47	35,684 *
48	35,300 *
49	35,110 *
50	34,817 *
51	34,800 *
52	34,700 *
53	34,490 *
54	34,610 *
55	34,462 *
56	34,400 *
57	34,317 *
58	34,055 *
59	34,041 *
60	34,000 *
61	34,000 *
62	33,790 *
63	33,638 *
64	33,600 *
65	33,416 *
66	33,200 *

RANK	SALARY
67	32,440 *
68	32,300 *
69	32,161 *
70	32,112 *
71	31,844 *
72	31,844 *
73	31,600 *
74	31,515 *
75	31,486 *
76	31,100 *
77	31,000 *
78	30,981 *
79	30,971 *
80	30,634 *
81	30,290 *
82	30,115 *
83	30,000 *
84	29,927 *
85	29,900 *
86	29,618 *
87	29,383 *
88	29,295 *
89	29,100 *
90	28,000 *
91	27,822 *
92	27,150 *
93	27,100 *
94	27,000 *
95	27,000 *
96	26,877 *
97	26,834 *
98	26,747 *
99	26,700 *
100	26,596 *
101	26,447 *
102	26,225 *
103	26,112 *
104	25,971 *
105	25,600 *
106	25,000 *
107	24,837 *
108	23,000 *
109	23,000 *
110	22,730 *
111	22,400 *
112	22,256 *
113	21,616 *
114	21,292 *
115	20,260 *
116	19,008 *
117	18,427 *
118	17,479 *
119	16,376 *
AVERAGE	33,689

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH
CENTER

RANK	SALARY	RANK	SALARY
1	\$5,210 *	67	49,600 *
2	77,044 *	68	49,500
3	76,408 *	69	49,175
4	75,490 *	70	48,828
5	73,000 *	71	48,742 *
6	72,153 *	72	48,544 *
7	72,100 *	73	48,439 *
8	69,830 *	74	48,530 *
9	68,000 *	75	48,274 *
10	68,000 *	76	48,042 *
11	67,555	77	47,805
12	66,990 *	78	47,690 *
13	65,700 *	79	47,500 *
14	65,500 *	80	46,450
15	64,740	81	46,216 *
16	64,770 *	82	45,888 *
17	64,140 *	83	44,940 *
18	63,945 *	84	44,884
19	63,722 *	85	43,500
20	63,344 *	86	43,020 *
21	61,554 *	87	43,000 *
22	60,660 *	88	42,500 *
23	60,530 *	89	40,500 *
24	60,500 *	90	40,000 *
25	60,156 *	91	38,000 *
26	60,000	92	37,836
27	59,800 *	93	36,804
28	59,337 *	94	35,040 *
29	58,764 *	95	34,450
30	58,555	96	34,000 *
31	58,236 *	97	33,200 *
32	57,900 *	98	30,402
33	57,590 *	99	25,068
34	57,500 *	100	23,654
35	57,400 *	101	23,556 *
36	57,100 *	102	23,103
37	56,742 *	103	22,272
38	56,406 *	104	21,961
39	56,162 *	105	21,792
40	55,917	106	20,770
41	55,500	107	19,743 *
42	55,388 *	108	18,394
43	55,317 *	109	16,822 *
44	55,299		
45	55,210 *		
46	54,816 *		
47	54,800 *		
48	54,000 *		
49	53,920		
50	53,808 *		
51	53,610		
52	53,000 *		
53	53,000 *		
54	52,008 *		
55	51,920 *		
56	51,912		
57	51,876 *		
58	51,616		
59	51,392 *		
60	51,314 *		
61	51,223 *		
62	51,135		
63	50,788 *		
64	50,615		
65	50,004 *		
66	49,784		

AVERAGE 50,997

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(83,445)
2	79,800 *
3	73,700 *
4	(73,700) *
5	73,418 *
6	70,190 *
7	70,015 *
8	69,044 *
9	67,000 *
10	65,000 *
11	(64,100) *
12	62,400 *
13	(59,900) *
14	54,000 *
15	46,000 *
16	54,621 *
17	53,508 *
18	45,854 *
19	(43,951) *
20	39,200 *
AVERAGE	63,036

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(70,100) *
2	70,000 *
3	69,100 *
4	(64,500) *
5	67,400 *
6	67,000 *
7	(66,000) *
8	66,000 *
9	64,154 *
10	63,000 *
11	(64,100) *
12	63,440 *
13	62,640 *
14	62,600 *
15	61,734 *
16	61,500 *
17	60,707 *
18	59,795 *
19	(60,560) *
20	58,800 *
21	58,700 *
22	58,540 *
23	58,315 *
24	58,000 *
25	57,950 *
26	57,200 *
27	56,800 *
28	56,278 *
29	56,225 *
30	55,500 *
31	54,500 *
32	54,250 *
33	(54,144) *
34	53,988 *
35	53,941 *

RANK	SALARY
36	52,724 *
37	51,075 *
38	49,135 *
39	48,936 *
40	48,000 *
41	47,000 *
42	46,921 *
43	45,216 *
44	(43,951) *
45	42,000 *
AVERAGE	57,978

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	(68,900) *
2	64,880 *
3	63,500 *
4	(63,000) *
5	62,500 *
6	57,000 *
7	55,400 *
8	55,190 *
9	53,500 *
10	52,000 *
11	52,000 *
12	51,900 *
13	50,760 *
14	50,350 *
15	49,000 *
16	48,552 *
17	48,356 *
18	(48,072) *
19	46,800 *
20	40,848 *
21	39,500 *
22	36,624 *
23	35,500 *
AVERAGE	52,075

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	71,000 *
2	70,100 *
3	66,000 *
4	63,000 *
5	60,000 *
6	59,982 *
7	59,000 *
8	57,700 *
9	56,900 *
10	54,750 *
11	53,800 *

RANK	SALARY
12	54,000 *
13	50,846 *
14	50,420 *
15	50,500 *
16	50,400 *
17	50,127 *
18	48,233 *
19	47,686 *
20	47,095 *
21	46,600 *
22	46,122 *
23	45,478 *
24	45,000 *
25	45,000 *
26	44,625 *
27	44,500 *
28	44,004 *
29	43,700 *
30	43,400 *
31	43,000 *
32	42,800 *
33	41,990 *
34	40,861 *
35	40,200 *
36	40,191 *
37	39,000 *
38	38,400 *
39	38,325 *
40	37,500 *
41	37,445 *
42	37,200 *
43	36,600 *
44	36,400 *
45	36,261 *
46	35,775 *
47	34,600 *
48	34,217 *
49	34,000 *
50	30,000 *
51	30,000 *
52	28,168 *
53	26,550 *
54	22,670 *
AVERAGE	45,134

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	55,004 *
2	57,172 *
3	56,472 *
4	54,865 *
5	54,618 *
6	54,600 *
7	54,200 *
8	53,500 *
9	53,000 *
10	52,000 *
11	51,752 *
12	51,200 *
13	51,140 *
14	51,000 *
15	50,715 *
16	49,502 *
17	49,200 *
18	49,100 *
19	49,100 *
20	48,731 *
21	48,725 *
22	48,442 *
23	48,200 *
24	48,000 *
25	48,000 *
26	47,423 *
27	47,000 *
28	46,100 *
29	46,048 *
30	46,020 *
31	46,000 *
32	44,500 *
33	44,448 *
34	44,100 *
35	43,950 *
36	43,650 *
37	43,650 *
38	43,490 *
39	43,235 *
40	(43,154)
41	43,000 *
42	42,120 *
43	41,580 *
44	40,763 *
45	40,700 *
46	40,451 *
47	40,107 *
48	40,000 *
49	40,000 *
50	39,800 *
51	39,600 *
52	39,562 *
53	39,298 *
54	38,900 *
55	38,000 *
56	37,356 *
57	36,985 *
58	36,831 *
59	36,400 *
60	36,000 *
61	35,640 *
62	35,188 *
63	34,300 *
64	34,241 *
65	34,000 *

RANK	SALARY
66	33,400 *
67	33,500 *
68	33,193 *
69	33,048 *
70	33,000 *
71	32,400 *
72	30,800 *
73	30,000 *
74	30,000 *
75	30,000 *
76	29,702 *
77	29,295 *
78	29,000 *
79	28,824 *
80	28,000 *
81	27,987 *
82	26,000 *
83	24,895 *
84	23,771 *
85	(23,043) *
86	22,975 *
87	20,045 *
88	19,250 *
AVERAGE	40,731

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	58,700 *
2	55,136 *
3	54,400 *
4	53,030 *
5	(51,932) *
6	(51,000) *
7	50,497 *
8	50,120 *
9	49,596 *
10	48,875 *
11	48,532 *
12	48,500 *
13	(48,072) *
14	48,000 *
15	47,400 *
16	47,300 *
17	47,300 *
18	(46,000) *
19	45,000 *
20	44,500 *
21	44,400 *
22	43,393 *
23	42,750 *
24	42,600 *
25	42,500 *
26	42,120 *
27	41,761 *
28	41,550 *
29	41,387 *
30	41,306 *
31	41,000 *

RANK	SALARY
32	40,000 *
33	39,900 *
34	39,074 *
35	38,810 *
36	38,500 *
37	38,000 *
38	37,908 *
39	37,440 *
40	37,200 *
41	36,610 *
42	36,156 *
43	36,000 *
44	35,977 *
45	35,845 *
46	34,485 *
47	(34,386) *
48	34,356 *
49	33,193 *
50	32,698 *
51	32,100 *
52	32,040 *
53	32,000 *
54	31,590 *
55	31,540 *
56	31,185 *
57	31,137 *
58	30,790 *
59	30,250 *
60	30,056 *
61	29,920 *
62	29,928 *
63	28,405 *
64	28,549 *
65	24,840 *
AVERAGE	40,087

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY	RANK	SALARY
		66	41,100
		67	41,023 *
		68	41,000
		69	40,908 *
		70	40,800 *
		71	40,752 *
		72	40,550 *
		73	40,500 *
		74	40,500 *
		75	40,300 *
		76	40,000 *
		77	40,000 *
		78	40,000 *
		79	40,000 *
		80	40,000 *
		81	39,840 *
		82	39,700 *
		83	39,680 *
		84	39,687 *
		85	39,672 *
		86	39,200 *
		87	39,000 *
		88	38,450 *
		89	38,392 *
		90	38,208 *
		91	38,160 *
		92	38,155 *
		93	38,150 *
		94	38,000 *
		95	38,000 *
		96	37,800 *
		97	37,417 *
		98	37,178 *
		99	37,100 *
		100	37,032 *
		101	37,000 *
		102	36,727 *
		103	36,648 *
		104	36,648 *
		105	36,450 *
		106	36,300 *
		107	36,265 *
		108	36,825 *
		109	35,717 *
		110	35,063 *
		111	34,880 *
		112	34,190 *
		113	34,000 *
		114	33,800 *
		115	33,700 *
		116	33,406 *
		117	33,264 *
		118	32,455 *
		119	31,961 *
		120	31,683 *
		121	31,574 *
		122	31,567 *
		123	31,487 *
		124	30,390 *
		125	28,418 *
		126	27,878 *
		127	27,492 *
		128	26,391 *
		AVERAGE	41,750
1	69,118 *		
2	57,780 *		
3	57,400 *		
4	57,084 *		
5	55,000 *		
6	53,900 *		
7	53,699 *		
8	53,300 *		
9	52,400 *		
10	52,400 *		
11	51,932 *		
12	51,800 *		
13	51,624 *		
14	(51,000) *		
15	51,000 *		
16	50,000 *		
17	50,000 *		
18	49,459 *		
19	49,200 *		
20	49,141 *		
21	48,532 *		
22	48,144 *		
23	47,900 *		
24	47,500 *		
25	47,050 *		
26	46,740 *		
27	46,523 *		
28	46,440 *		
29	(46,000) *		
30	46,000 *		
31	45,500 *		
32	45,000 *		
33	45,000 *		
34	44,726 *		
35	44,720 *		
36	44,600 *		
37	44,400 *		
38	44,240 *		
39	44,000 *		
40	43,890 *		
41	43,665 *		
42	43,500 *		
43	43,311 *		
44	43,300 *		
45	43,200 *		
46	43,000 *		
47	42,756 *		
48	42,704 *		
49	42,380 *		
50	42,336 *		
51	42,150 *		
52	42,000 *		
53	42,000 *		
54	41,942 *		
55	41,800 *		
56	41,770 *		
57	41,760 *		
58	41,748 *		
59	41,700 *		
60	41,640 *		
61	41,500 *		
62	41,400 *		
63	41,208 *		
64	41,197 *		
65	41,160 *		

UNIVERSITY OF ARKANSAS
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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICES DIRECTOR OF PUBLIC SAFETY		RANK	SALARY
		60	30,136
		61	29,973 *
		62	29,880 *
		63	29,100
		64	29,040 *
		65	29,024 *
		66	28,971 *
		67	28,868
		68	28,625 *
		69	28,566
		70	28,452 *
		71	28,052
		72	28,012
		73	28,000
		74	27,932
		75	27,840 *
		76	27,694
		77	27,500
		78	27,150 *
		79	26,750 *
		80	26,478 *
		81	26,028
		82	25,016 *
		83	26,000
		84	25,920 *
		85	25,750
		86	25,720 *
		87	25,604 *
		88	25,145
		89	25,000
		90	23,761
		91	23,500 *
		92	23,276
		93	22,900 *
		94	22,760
		95	22,452
		96	20,956 *
		97	20,400
		98	19,890 *
		99	19,824
		AVERAGE	32,413
RANK	SALARY		
1	41,000 *		
2	50,419 *		
3	46,000 *		
4	45,445 *		
5	44,052 *		
6	43,400 *		
7	42,900 *		
8	42,504 *		
9	42,325 *		
10	41,500 *		
11	41,200 *		
12	41,000 *		
13	40,800 *		
14	40,275 *		
15	40,004 *		
16	39,340 *		
17	38,264 *		
18	38,120 *		
19	38,000		
20	37,800 *		
21	37,600 *		
22	37,130 *		
23	36,957 *		
24	36,440		
25	36,954 *		
26	36,809		
27	35,674 *		
28	35,200 *		
29	35,070		
30	35,000 *		
31	35,000 *		
32	34,500		
33	34,475		
34	34,370		
35	34,222 *		
36	34,000 *		
37	33,982		
38	33,912 *		
39	33,888		
40	33,800 *		
41	33,600 *		
42	33,600 *		
43	33,500 *		
44	33,444 *		
45	33,228 *		
46	33,000 *		
47	32,675 *		
48	32,4101		
49	32,244 *		
50	32,196 *		
51	32,000		
52	31,878		
53	31,690 *		
54	31,682 *		
55	31,500 *		
56	31,147		
57	30,900 *		
58	30,504 *		
59	30,440		

UNIVERSITY OF ARKANSAS
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TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(73,700) *
2	(70,000) *
3	(69,000) *
4	(64,500) *
5	61,850
6	61,000 *
7	59,785
8	59,600 *
9	55,409 *
10	54,500 *
11	54,262 *
12	(53,004) *
13	51,200
14	49,316 *
15	49,056 *
16	48,684 *
17	(48,000) *
18	47,870 *
19	47,550 *
20	47,213
21	(45,024) *

AVERAGE 53,777

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	54,250 *
2	50,000 *
3	48,000 *
4	47,828 *
5	47,528 *
6	47,250 *
7	47,135 *
8	47,004 *
9	46,344
10	44,780 *
11	44,000 *
12	44,000 *
13	43,890 *
14	43,393
15	43,000
16	42,561 *
17	42,332 *
18	42,000
19	41,985 *
20	41,600 *
21	41,086 *
22	40,500
23	40,400 *
24	40,101 *
25	40,073 *
26	39,200 *
27	38,832
28	38,800 *
29	38,569
30	38,500 *
31	38,275 *
32	37,774 *
33	37,745 *
34	37,680 *
35	37,354 *

RANK

SALARY

36	37,013 *
37	37,000 *
38	36,919
39	36,750
40	36,706 *
41	36,488
42	36,125
43	36,000
44	35,800 *
45	35,640
46	35,400 *
47	35,292 *
48	35,000 *
49	34,934 *
50	34,444
51	34,050 *
52	33,007
53	33,600
54	33,539 *
55	33,184
56	32,761
57	32,750
58	32,458
59	32,455 *
60	32,440
61	32,000 *
62	31,668 *
63	31,520 *
64	31,500
65	31,256 *
66	31,000 *
67	30,708 *
68	30,193
69	30,087 *
70	30,000
71	30,000
72	29,100 *
73	28,600 *
74	28,575 *
75	28,500
76	28,325 *
77	27,800
78	26,866
79	26,626
80	26,200 *
81	26,124 *
82	26,004
83	26,000 *
84	25,671 *
85	24,391
86	24,000
87	22,580
88	21,680
89	21,000
90	20,710
91	16,408

AVERAGE 35,295

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	(70,800) *
2	70,596 *
3	(66,000) *
4	62,218 *
5	60,242 *
6	60,000 *
7	60,000 *
8	60,000 *
9	59,629
10	58,600 *
11	(57,716) *
12	57,492 *
13	57,276 *
14	55,600
15	54,865
16	54,450 *
17	54,023 *
18	53,700 *
19	53,131 *
20	52,500 *
21	50,900
22	50,270 *
23	50,216
24	49,000
25	49,000
26	(47,500) *

AVERAGE 56,759

UNIVERSITY OF ARKANSAS
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TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	54,636 *	19	(52,000)	47	37,990 *
2	(57,716) *	20	52,000	48	37,900 *
3	56,344	21	52,000	49	37,800
4	50,900	22	50,800 *	50	37,013
5	48,720 *	23	48,400 *	51	36,705 *
6	48,000	24	(48,000)	52	36,523
7	44,300 *	25	(47,500) *	53	36,500
8	45,000 *	26	44,500 *	54	36,200 *
9	44,100 *	27	(44,024) *	55	35,853 *
10	43,834 *	28	43,600 *	56	34,500 *
11	43,646 *	29	43,500	57	(33,220)
12	43,200 *	30	43,000	58	33,000
13	43,000	31	34,600 *	59	31,350
14	41,600	AVERAGE	55,321	60	31,150 *
15	41,000 *			61	31,000 *
16	40,750			62	30,985 *
17	40,000 *			63	30,692
18	39,813 *			64	30,217
19	39,500 *			65	29,853 *
20	39,250 *			66	28,000 *
21	39,000 *			67	27,489
22	38,750			68	26,933 *
23	38,000 *			69	24,600
24	37,589 *			70	24,371 *
25	36,850 *			71	24,999 *
26	35,700			72	23,900
27	(34,964) *				
28	34,858 *				
29	34,715				
30	34,653				
31	34,441				
32	34,120				
33	34,000				
34	33,850				
35	30,760 *				
36	29,023				
37	22,800 *				
38	22,193 *				
AVERAGE	40,070				

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENTPUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY	RANK	SALARY
1	72,830 *	1	63,825 *
2	(70,800) *	2	54,050 *
3	69,030 *	3	52,773 *
4	(69,000) *	4	52,764 *
5	(66,000) *	5	52,250 *
6	(64,500) *	6	51,550 *
7	64,000	7	50,860 *
8	64,000 *	8	50,002
9	63,046 *	9	50,000 *
10	61,000 *	10	48,000 *
11	58,290	11	(48,000) *
12	58,000	12	47,300 *
13	58,000 *	13	46,030
14	57,073 *	14	45,980 *
15	53,988	15	45,972 *
16	(53,004) *	16	45,560 *
17	52,244 *	17	45,400 *
18	52,224 *	18	45,150
		19	45,017 *
		20	45,000 *
		21	44,625 *
		22	44,000 *
		23	(44,000) *
		24	44,000
		25	43,426 *
		26	43,225
		27	43,200 *
		28	42,887 *
		29	42,773 *
		30	42,000
		31	(41,781) *
		32	41,000 *
		33	40,820
		34	40,474 *
		35	(40,194)
		36	39,624 *
		37	39,388 *
		38	39,250
		39	39,234 *
		40	38,453
		41	38,400 *
		42	38,390
		43	38,153 *
		44	(38,136)
		45	38,000 *
		46	38,000 *

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TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	(63,000) *
2	56,000 *
3	51,350 *
4	48,000 *
5	(48,000) *
6	47,066 *
7	45,900 *
8	44,594 *
9	43,500 *
10	42,456 *
11	41,000 *
12	40,000 *
13	40,000 *
14	(44,000) *
15	43,451 *
16	42,120 *
17	42,000 *
18	(41,781) *
19	41,350 *
20	40,167 *
21	40,000 *
22	39,701 *
23	39,700 *
24	38,800 *
25	38,465 *
26	38,625 *
27	38,600 *
28	38,310 *
29	38,242 *
30	(38,136) *
31	38,000 *
32	37,500 *
33	37,353 *
34	37,285 *
35	37,229 *
36	36,804 *
37	36,709 *
38	36,155 *
39	35,896 *
40	35,416 *
41	35,000 *
42	(34,944) *
43	34,750 *
44	34,705 *
45	34,610 *
46	34,307 *
47	33,929 *
48	(33,420) *
49	32,895 *
50	32,589 *
51	32,455 *
52	32,370 *
53	32,270 *
54	31,972 *
55	31,944 *
56	31,452 *
57	31,300 *
58	31,217 *
59	31,008 *
60	30,865 *
61	30,550 *
62	30,540 *
63	30,000 *
64	29,925 *
65	28,975 *
66	28,795 *

RANK	SALARY
67	28,426 *
68	28,100 *
69	28,000 *
70	27,812 *
71	27,560 *
72	27,444 *
73	27,294 *
74	27,200 *
75	27,172 *
76	27,149 *
77	26,892 *
78	26,857 *
79	26,826 *
80	26,758 *
81	26,740 *
82	26,558 *
83	26,099 *
84	26,000 *
85	26,000 *
86	25,896 *
87	25,776 *
88	25,574 *
89	25,179 *
90	24,420 *
91	24,200 *
92	23,794 *
93	23,276 *
94	22,919 *
95	21,827 *
96	20,600 *
97	13,354 *
AVERAGE	34,120

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	(72,000) *
2	69,600 *
3	69,000 *
4	65,500 *
5	64,447 *
6	61,000 *
7	60,975 *
8	60,100 *
9	60,000 *
10	59,565 *
11	58,114 *
12	(57,170) *
13	56,500 *
14	56,450 *
15	55,380 *
16	55,270 *
17	54,300 *
18	53,800 *
19	53,768 *
20	53,016 *
21	52,848 *
22	49,005 *
23	47,000 *
24	46,110 *
25	41,265 *
26	28,831 *
AVERAGE	56,199

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	\$2,000 *
2	\$1,425 *
3	\$4,171 *
4	\$3,000 *
5	\$1,900 *
6	\$1,000 *
7	\$0,000 *
8	\$3,975 *
9	\$3,900 *
10	\$2,600 *
11	\$0,000 *
12	\$0,000 *
13	\$8,900 *
14	\$7,800 *
15	\$6,500 *
16	\$6,243 *
17	\$9,790 *
18	\$5,000 *
19	\$2,000 *
20	(\$2,000)
21	\$1,170 *
22	\$8,072 *
23	\$7,794 *
24	\$7,572 *
25	\$4,515 *
26	\$2,682 *

AVERAGE 60,053

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	\$3,000 *
2	\$8,100 *
3	\$8,147 *
4	\$8,000 *
5	\$7,000 *
6	\$5,000 *
7	\$3,600 *
8	\$2,742 *
9	\$2,000 *
10	\$1,968 *
11	\$1,414 *
12	\$0,000 *
13	\$9,400 *
14	\$3,900 *

AVERAGE 63,869

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	\$9,540 *
2	\$7,150 *
3	\$0,944 *
4	(\$7,871) *
5	\$7,562 *
6	\$5,047 *
7	\$4,432 *
8	\$3,300 *
9	\$2,746 *
10	\$2,605 *
11	\$2,184 *
12	\$0,318 *
13	\$0,000 *
14	\$0,000 *
15	\$9,764 *
16	\$9,620 *
17	\$9,518 *
18	\$9,500 *
19	\$8,767 *
20	\$8,144 *
21	\$8,000 *
22	\$7,838 *
23	\$6,900 *
24	\$6,344 *
25	\$6,200 *
26	\$6,100 *
27	\$6,055 *
28	\$5,602 *
29	\$5,101 *
30	\$5,048 *
31	\$5,000 *
32	\$5,000 *
33	\$4,500 *
34	\$4,000 *
35	(\$3,301) *
36	\$3,193 *
37	\$2,850 *
38	\$2,806 *
39	\$1,396 *
40	\$0,800 *
41	(\$0,194)
42	\$9,877 *
43	\$9,900 *
44	\$9,760 *
45	\$9,300 *
46	\$9,281 *
47	\$9,264 *
48	\$9,251 *
49	\$9,600 *
50	\$9,480 *
51	\$9,000 *
52	\$7,848 *

RANK

SALARY

53	\$7,834 *
54	\$7,331 *
55	\$7,231 *
56	\$6,725 *
57	\$6,286 *
58	\$6,048 *
59	\$6,000 *
60	\$5,000 *
61	\$5,000 *
62	\$4,753 *
63	\$4,713 *
64	\$4,500 *
65	\$3,929 *
66	\$3,820 *
67	\$3,804 *
68	\$3,800 *
69	\$3,085 *
70	\$2,500 *
71	\$2,400 *
72	\$2,200 *
73	\$2,000 *
74	\$1,649 *
75	\$1,485 *
76	\$0,470 *
77	\$0,372 *
78	\$0,217 *
79	\$9,690 *
80	\$8,704 *
81	\$8,740 *
82	\$8,935 *
83	\$8,900 *
84	\$8,950 *
85	\$8,519 *
86	\$8,411 *
87	\$7,750 *

AVERAGE

40,828

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TABLE I (Continued)

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY	RANK	SALARY
1	56,310 *	66	32,000 *
2	54,500 *	67	31,407
3	50,644 *	68	31,171 *
4	50,508	69	31,100 *
5	48,841 *	70	31,092
6	47,800 *	71	30,359 *
7	47,700 *	72	30,323
8	45,408 *	73	29,820 *
9	45,267 *	74	29,473 *
10	44,000 *	75	29,034 *
11	44,748	76	29,000
12	44,566	77	28,500 *
13	44,100 *	78	28,380 *
14	44,000	79	27,814
15	43,432 *	80	27,750
16	43,367 *	81	27,710 *
17	43,200	82	26,092
18	42,998 *	83	26,000 *
19	42,831 *	84	25,170
20	42,750	85	24,066
21	42,272 *	86	24,476
22	41,700		
23	41,340 *	AVERAGE	37,067
24	40,700 *		
25	40,700 *		
26	40,140 *		
27	40,100 *		
28	40,000 *		
29	39,650 *		
30	39,500		
31	39,500 *		
32	39,500		
33	38,570 *		
34	38,550		
35	38,468		
36	38,198 *		
37	37,500 *		
38	37,456 *		
39	36,498 *		
40	36,387 *		
41	36,275 *		
42	36,156		
43	36,000		
44	35,871 *		
45	35,784 *		
46	35,486 *		
47	35,295 *		
48	35,000 *		
49	35,000 *		
50	34,900 *		
51	34,845		
52	34,775 *		
53	(24,386) *		
54	34,100		
55	34,000		
56	34,000 *		
57	34,000 *		
58	33,790		
59	33,604 *		
60	33,151 *		
61	33,100		
62	33,000 *		
63	32,500 *		
64	32,479 *		
65	32,450		

UNIVERSITY OF ARKANSAS
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TABLE I (Continued)

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	55,613 *
2	71,700 *
3	72,757 *
4	72,547 *
5	71,000 *
6	70,596 *
7	69,900 *
8	67,804 *
9	67,500 *
10	67,000 *
11	65,313 *
12	64,200 *
13	64,000 *
14	64,490 *
15	64,068 *
16	63,000 *
17	62,880 *
18	62,400 *
19	60,550 *
20	60,500 *
21	59,000 *
22	58,500 *
23	58,490 *
24	58,150 *
25	(57,120) *
26	56,600 *
27	55,000 *
28	54,961 *
29	54,700 *
30	54,600 *
31	54,504 *
32	54,420 *
33	53,000 *
34	52,513 *
35	52,400 *
36	51,912 *
37	51,828 *
38	49,630 *
39	49,580 *
40	46,404 *
41	46,000 *
42	43,890 *
43	43,587 *
44	43,022 *
45	38,016 *

AVERAGE 58,850

DEANS (DIRECTORS):
ARCHITECTURE / ENVIRONMENTAL
DESIGN

RANK	SALARY
1	67,000 *
2	64,400 *
3	63,500 *
4	61,744 *
5	59,000 *
6	59,000 *
7	57,400 *
8	56,520 *
9	54,779 *
10	54,571 *
11	53,356 *
12	53,000 *

RANK	SALARY
13	54,900 *
14	54,280 *
15	54,107 *
16	53,300 *
17	52,470 *
18	52,000 *
19	52,060 *
20	51,520 *
21	51,350 *
22	50,000 *
23	49,200 *
24	49,200 *
25	48,954 *
26	48,900 *
27	47,900 *
28	47,300 *
29	46,000 *
30	(45,800) *
31	44,640 *
32	44,842 *
33	44,516 *
34	42,920 *
35	40,762 *
36	39,885 *

AVERAGE 52,163

DEANS (DIRECTORS):
APPS AND SCIENCES

RANK	SALARY
1	77,800 *
2	76,003 *
3	74,600 *
4	73,601 *
5	71,100 *
6	71,000 *
7	71,000 *
8	69,900 *
9	68,000 *
10	68,000 *
11	66,850 *
12	66,600 *
13	65,500 *
14	65,196 *
15	64,746 *
16	64,354 *
17	63,500 *
18	63,500 *
19	62,400 *
20	63,300 *
21	62,400 *
22	61,600 *
23	61,596 *
24	61,296 *
25	60,500 *
26	60,000 *
27	59,300 *
28	58,838 *
29	58,600 *
30	58,000 *
31	57,240 *
32	57,225 *
33	(57,000) *
34	56,869 *
35	56,573 *

RANK	SALARY
36	56,500 *
37	56,150 *
38	56,000 *
39	56,000 *
40	56,000 *
41	55,854 *
42	55,600 *
43	55,450 *
44	55,044 *
45	54,500 *
46	54,350 *
47	54,300 *
48	54,300 *
49	54,000 *
50	53,832 *
51	53,750 *
52	53,380 *
53	53,200 *
54	53,171 *
55	53,150 *
56	53,096 *
57	52,530 *
58	52,465 *
59	52,394 *
60	52,085 *
61	51,912 *
62	51,800 *
63	51,675 *
64	51,558 *
65	51,400 *
66	51,400 *
67	51,150 *
68	51,000 *
69	50,880 *
70	50,700 *
71	50,625 *
72	50,526 *
73	50,000 *
74	50,000 *
75	49,500 *
76	49,400 *
77	48,500 *
78	48,400 *
79	48,072 *
80	(47,304) *
81	45,911 *
82	45,516 *
83	45,000 *
84	45,000 *
85	44,846 *
86	44,500 *
87	44,460 *
88	42,548 *
89	42,000 *
90	42,000 *
91	41,931 *

AVERAGE 56,070

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TABLE I (Continued)

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY	RANK	SALARY
1	\$6,902 *	66	\$4,850
2	\$1,500	67	\$4,618
3	\$4,952 *	68	\$4,600 *
4	\$4,450 *	69	\$4,340
5	\$4,299 *	70	\$4,100
6	\$2,400 *	71	\$4,071 *
7	\$1,995 *	72	\$4,060 *
8	\$1,054 *	73	\$4,000
9	\$0,000 *	74	\$4,000 *
10	\$9,600 *	75	\$3,792 *
11	\$8,700 *	76	\$3,700 *
12	\$8,243 *	77	\$3,700
13	\$7,215 *	78	\$3,500
14	\$6,000 *	79	\$3,472
15	\$6,000 *	80	\$3,431
16	\$5,800 *	81	\$3,190
17	\$5,400 *	82	\$3,174 *
18	\$5,400 *	83	\$3,000 *
19	\$5,333	84	\$2,400
20	\$5,000 *	85	\$2,394
21	\$4,677	86	\$2,000 *
22	\$4,200 *	87	\$1,912
23	\$4,000 *	88	\$1,852 *
24	\$3,804 *	89	\$1,725
25	\$3,650	90	\$1,681
26	\$3,600 *	91	\$1,558
27	\$3,550 *	92	\$1,400 *
28	\$3,500 *	93	\$1,279
29	\$3,100 *	94	\$1,040 *
30	\$2,461 *	95	\$0,818
31	\$2,000 *	96	\$0,509 *
32	\$1,800	97	\$0,500
33	\$1,739 *	98	\$0,250
34	\$1,734 *	99	\$0,000 *
35	\$1,620 *	100	\$0,000
36	\$1,400	101	\$9,839
37	\$1,388 *	102	\$9,500
38	\$0,750 *	103	\$9,270
39	\$0,200 *	104	\$8,554 *
40	\$0,000 *	105	\$8,314
41	\$0,000 *	106	\$8,096 *
42	\$0,000 *	107	\$8,072
43	\$9,600	108	\$8,000 *
44	\$9,400 *	109	\$7,400
45	\$8,400 *	110	\$6,800
46	\$8,232 *	111	\$6,632
47	\$7,950 *	112	\$6,154
48	\$7,492 *	113	\$6,100 *
49	\$7,364 *	114	\$5,799
50	\$7,100 *	115	\$5,516
51	\$6,924 *	116	\$5,000 *
52	\$6,200 *	117	\$4,172 *
53	\$6,115 *	118	\$4,015
54	\$6,080 *	119	\$3,200
55	\$6,000 *	120	\$0,911
56	\$6,000 *	121	\$0,000
57	\$5,774		
58	\$5,650 *	AVERAGE	\$6,956
59	\$5,275 *		
60	\$5,152		
61	\$5,000 *		
62	\$5,000 *		
63	\$5,000		
64	\$5,000 *		
65	\$4,942		

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TABLE I (Continued)

DEANS (INSPECTOR):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	42,300 *
2	67,200 *
3	61,600 *
4	60,831 *
5	60,000 *
6	58,680 *
7	58,756 *
8	56,500 *
9	56,200 *
10	56,000 *
11	56,000 *
12	55,570 *
13	54,516 *
14	54,500 *
15	54,436 *
16	53,880 *
17	53,090 *
18	52,514 *
19	52,394 *
20	52,075 *
21	52,000 *
22	51,600 *
23	51,500 *
24	51,200 *
25	51,000 *
26	50,750 *
27	50,748 *
28	50,564 *
29	50,195 *
30	50,090 *
31	50,000 *
32	49,600 *
33	49,500 *
34	48,950 *
35	48,822 *
36	48,734 *
37	48,700 *
38	48,604 *
39	48,528 *
40	48,500 *
41	48,450 *
42	48,350 *
43	48,300 *
44	48,072 *
45	48,000 *
46	47,800 *
47	47,262 *
48	46,600 *
49	46,180 *
50	45,700 *
51	45,416 *
52	45,350 *
53	45,228 *
54	45,200 *
55	45,200 *
56	45,000 *
57	44,929 *
58	44,900 *
59	44,250 *
60	44,136 *
61	44,000 *
62	44,000 *
63	43,866 *
64	43,800 *
65	43,654 *

RANK	SALARY
66	42,500
67	42,150 *
68	41,514 *
69	41,400 *
70	41,250 *
71	40,987 *
72	40,790 *
73	39,802 *
74	39,000 *
75	38,590 *
76	38,000 *
77	37,893 *
78	37,440 *
79	37,290 *
80	36,889 *
81	36,720 *
82	36,149 *
83	35,848 *
84	35,100 *
85	34,016 *
86	34,567 *
87	34,502 *
88	33,936 *
89	33,000 *
90	31,729 *
91	31,442 *
92	30,814 *
93	19,600 *
AVERAGE	46,219

DEANS (INSPECTOR):
DENTISTRY

RANK	SALARY
1	93,500 *
2	90,000 *
3	87,000 *
4	75,950 *
5	73,780 *
6	72,450 *
7	70,441 *
8	70,000 *
9	67,864 *
10	65,100 *
11	64,953 *
12	64,000 *
13	60,000 *
AVERAGE	73,434

DEANS (INSPECTOR):
EARTH SCIENCES/NATURAL
RESOURCES

RANK	SALARY
1	72,000 *
2	68,000 *
3	66,122 *
4	63,428 *
5	60,900 *
6	56,472 *
7	55,000 *
8	53,800 *
9	48,504 *
10	30,100 *
AVERAGE	47,413

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TABLE I (Continued)

DEANS 10 DIRECTORS 1:
EDUCATION

RANK	SALARY	RANK	SALARY
1	74,001 *	56	52,394
2	72,420	57	52,119
3	71,240 *	58	52,080 *
4	71,000 *	59	52,000
5	70,074 *	70	51,912
6	67,394 *	71	51,899 *
7	67,300 *	72	51,816 *
8	64,000 *	73	51,800
9	63,500 *	74	51,667 *
10	62,818 *	75	51,558
11	62,700 *	76	51,513
12	62,400 *	77	51,224 *
13	61,959	78	50,930 *
14	61,906 *	79	50,880 *
15	61,270 *	80	50,331
16	60,670 *	81	50,000 *
17	60,470 *	82	50,000 *
18	59,966	83	50,000
19	59,254 *	84	49,820
20	59,252 *	85	49,800 *
21	59,000 *	86	49,700
22	59,000 *	87	49,309
23	58,878 *	88	49,300
24	58,400 *	89	49,220
25	58,308 *	90	49,000 *
26	58,100 *	91	48,650
27	58,212 *	92	48,500
28	58,000 *	93	48,444
29	58,000 *	94	48,400
30	57,750 *	95	48,072
31	57,739 *	96	48,003 *
32	57,655	97	48,000
33	57,611 *	98	47,500
34	57,252 *	99	47,040
35	47,000	100	47,004 *
36	56,350 *	101	46,967 *
37	56,019 *	102	46,116
38	46,000 *	103	46,000 *
39	46,000 *	104	45,900 *
40	55,679 *	105	45,799
41	55,600 *	106	45,516
42	55,152 *	107	44,738
43	55,150	108	44,646
44	55,100 *	109	44,060
45	54,800 *	110	42,996 *
46	44,700	111	42,824
47	54,500 *	112	42,512
48	44,390	113	42,007 *
49	54,221 *	114	42,000
50	54,000 *	115	40,911
51	54,000 *	116	39,790 *
52	54,000	117	37,773
53	53,950 *	118	37,500 *
54	53,798 *	119	36,930 *
55	53,650 *		
56	53,500		
57	53,492		
58	53,350 *		
59	53,200 *		
60	53,000 *		
61	52,640 *		
62	52,600 *		
63	52,500		
64	52,500 *		
65	52,420 *		
		AVERAGE	53,400

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TABLE 1 (Continued)

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	\$5,000 *
2	\$5,000 *
3	\$9,477 *
4	\$8,672 *
5	\$7,000 *
6	\$7,000 *
7	\$7,000 *
8	\$7,000 *
9	\$7,000 *
10	\$7,000 *
11	\$7,000 *
12	\$7,000 *
13	\$7,000 *
14	\$7,000 *
15	\$9,900 *
16	\$8,304 *
17	\$8,000 *
18	\$8,000 *
19	\$7,500 *
20	\$7,000 *
21	\$7,000 *
22	\$6,600 *
23	\$6,500 *
24	\$6,200 *
25	\$6,040 *
26	\$6,000 *
27	\$5,000 *
28	\$4,785 *
29	\$4,735 *
30	\$4,300 *
31	\$4,175 *
32	\$4,000 *
33	\$3,900 *
34	\$3,816 *
35	\$3,800 *
36	\$3,100 *
37	\$3,000 *
38	\$2,000 *
39	\$2,000 *
40	\$1,734 *
41	\$1,000 *
42	\$0,974 *
43	\$0,610 *
44	\$0,200 *
45	\$0,000 *
46	\$0,000 *
47	\$0,000 *
48	\$9,931 *
49	\$9,750 *
50	\$9,100 *
51	\$8,936 *
52	\$8,160 *
53	\$8,000 *
54	\$7,500 *
55	\$7,500 *
56	\$7,000 *
57	\$7,000 *
58	\$6,800 *
59	\$6,704 *
60	\$6,080 *
61	\$6,000 *
62	\$5,824 *
63	\$5,700 *
64	\$5,644 *
65	\$5,100 *

RANK

SALARY

66	\$5,000
67	\$5,000 *
68	\$4,348 *
69	\$4,319 *
70	\$4,265 *
71	\$4,000 *
72	\$3,540 *
73	\$3,000 *
74	\$2,850 *
75	\$2,800 *
76	\$2,787 *
77	\$2,700 *
78	\$2,012 *
79	\$1,888 *
80	\$1,700 *
81	\$1,652 *
82	\$1,332 *
83	\$0,400 *
84	\$0,072 *
85	\$0,998 *
86	\$0,008 *
87	\$0,905 *
88	\$0,626 *
89	\$0,117 *
90	\$0,000 *
91	\$1,664 *
92	\$0,391 *
93	\$7,852 *

AVERAGE \$0,064

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	\$70,6561 *
2	\$8,000 *
3	\$1,634 *
4	\$9,088 *
5	\$8,000 *
6	\$7,998 *
7	\$5,044 *
8	\$4,979 *
9	\$4,600 *
10	\$4,241 *
11	\$4,050 *
12	\$4,000 *
13	\$3,500 *
14	\$3,200 *
15	\$3,000 *
16	\$2,658 *
17	\$2,200 *
18	\$2,032 *
19	\$2,0001 *
20	\$2,000 *
21	\$0,600 *
22	\$0,000 *
23	\$8,500 *
24	\$8,400 *
25	\$8,072 *
26	\$8,056 *
27	\$7,420 *
28	\$6,458 *

RANK

SALARY

29	\$45,8001 *
30	\$4,516 *
31	\$4,400 *
32	\$4,265 *
33	\$4,055 *
34	\$3,977 *
35	\$3,170 *
36	\$2,500 *
37	\$0,000 *
38	\$0,876 *

AVERAGE \$1,124

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY
1	\$3,900 *
2	\$2,900 *
3	\$2,400 *
4	\$8,400 *
5	\$8,300 *
6	\$8,127 *
7	\$7,616 *
8	\$2,658 *
9	\$1,499 *
10	\$0,748 *
11	\$0,506 *
12	\$7,870 *
13	\$7,744 *
14	\$5,000 *
15	\$4,095 *

AVERAGE \$4,044

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DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	75,200 *
2	74,171 *
3	72,400 *
4	72,228 *
5	69,030 *
6	68,800 *
7	67,013 *
8	63,975 *
9	62,700 *
10	62,667 *
11	61,237 *
12	61,000 *
13	(61,000) *
14	60,000 *
15	59,496 *
16	59,000 *
17	58,000 *
18	58,000 *
19	(57,871) *
20	57,800 *
21	57,094 *
22	56,800 *
23	56,700 *
24	56,682 *
25	56,631 *
26	56,460 *
27	56,436 *
28	56,250 *
29	56,243 *
30	56,000 *
31	55,600 *
32	55,500 *
33	55,300 *
34	55,172 *
35	54,465 *
36	54,390 *
37	54,351 *
38	54,000 *
39	54,000 *
40	53,975 *
41	53,900 *
42	53,550 *
43	53,250 *
44	53,079 *
45	52,500 *
46	52,394 *
47	52,000 *
48	52,000 *
49	52,000 *
50	51,912 *
51	51,843 *
52	51,750 *
53	51,730 *
54	51,600 *
55	51,507 *
56	51,000 *
57	50,287 *
58	50,000 *
59	50,000 *
60	49,908 *
61	49,900 *
62	49,350 *
63	49,029 *
64	49,000 *
65	48,801 *

RANK	SALARY
66	48,528 *
67	48,500 *
68	48,003 *
69	48,000 *
70	47,794 *
71	47,700 *
72	47,296 *
73	47,165 *
74	47,100 *
75	47,084 *
76	47,000 *
77	46,492 *
78	46,200 *
79	46,103 *
80	46,000 *
81	45,900 *
82	45,830 *
83	45,830 *
84	45,800 *
85	45,672 *
86	45,000 *
87	44,900 *
88	44,808 *
89	44,577 *
90	44,113 *
91	44,050 *
92	44,000 *
93	(43,301) *
94	43,100 *
95	43,000 *
96	42,714 *
97	42,100 *
98	41,992 *
99	41,764 *
100	41,652 *
101	41,410 *
102	41,357 *
103	41,225 *
104	40,911 *
105	31,884 *
AVERAGE	52,013

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	56,000 *
2	55,120 *
3	55,000 *
4	53,617 *
5	52,533 *
6	52,000 *
7	51,413 *
8	51,000 *
9	50,400 *
10	48,600 *
11	48,382 *
12	48,356 *
13	47,180 *
14	46,500 *
15	46,000 *
16	45,044 *
17	45,000 *

RANK	SALARY
18	44,750 *
19	44,160 *
20	43,347 *
21	43,235 *
22	43,000 *
23	40,000 *
24	38,343 *
25	38,268 *
26	38,000 *
27	35,500 *
28	33,820 *
29	31,130 *
30	22,668 *
AVERAGE	44,946

DEANS (DIRECTORS):
HEALTH SERVICES

RANK	SALARY
1	73,856 *
2	70,656 *
3	64,822 *
4	62,100 *
5	57,700 *
6	55,985 *
7	55,700 *
8	55,500 *
9	52,300 *
10	52,100 *
11	52,000 *
12	51,500 *
13	51,000 *
14	47,700 *
15	45,000 *
16	43,799 *
17	41,800 *
18	40,006 *
AVERAGE	54,046

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TABLE I (Continued)

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	67,437 *
2	63,400 *
3	62,200 *
4	61,500 *
5	61,000 *
6	60,500 *
7	60,000 *
8	58,244 *
9	56,500 *
10	56,070 *
11	54,942 *
12	54,000 *
13	53,790 *
14	53,400 *
15	53,000 *
16	52,100 *
17	52,000 *
18	50,000 *
19	49,600 *
20	49,560 *
21	48,946 *
22	47,687 *
23	46,700 *
24	46,070 *
25	44,750 *
26	44,516 *
27	43,746 *
28	43,000 *
29	42,000 *
30	40,775 *
31	36,625 *
32	34,773 *
33	33,993 *
34	29,172 *
AVERAGE	50,455

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	(70,656) *
2	(65,520) *
3	65,432 *
4	(61,824) *
5	59,532 *
6	59,406 *
7	58,507 *
8	58,000 *
9	56,700 *
10	55,960 *
11	(53,625) *
12	52,800 *
13	(52,000) *
14	50,930 *
15	50,500 *
16	48,900 *
17	(47,304) *
18	44,577 *
19	37,500 *
20	37,143 *
AVERAGE	54,245

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	66,000 *
2	64,000 *
3	63,000 *
4	62,700 *
5	58,500 *
6	56,000 *
7	55,100 *
8	54,762 *
9	53,800 *
10	53,700 *
11	53,071 *
12	52,984 *
13	50,900 *
14	50,000 *
15	49,100 *
16	47,000 *
17	46,728 *
18	46,100 *
19	45,500 *
20	44,820 *
21	44,000 *
22	42,421 *
23	42,094 *
24	36,000 *
AVERAGE	51,553

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	86,500 *
2	82,200 *
3	81,525 *
4	80,440 *
5	80,300 *
6	78,715 *
7	78,672 *
8	75,806 *
9	75,000 *
10	74,375 *
11	73,700 *
12	72,475 *
13	72,400 *
14	72,000 *
15	71,500 *
16	70,850 *
17	70,000 *
18	70,000 *
19	70,000 *
20	70,000 *
21	70,000 *
22	69,000 *
23	68,254 *
24	68,200 *
25	68,000 *
26	68,000 *
27	67,404 *
28	66,600 *
29	66,000 *
30	64,254 *

RANK

SALARY

31	65,000 *
32	65,000 *
33	64,835 *
34	64,500 *
35	63,440 *
36	63,324 *
37	62,400 *
38	62,350 *
39	62,198 *
40	62,178 *
41	62,000 *
42	61,734 *
43	61,000 *
44	60,368 *
45	60,200 *
46	60,151 *
47	59,750 *
48	59,018 *
49	58,000 *
50	55,700 *
51	54,703 *
52	54,518 *
53	50,330 *
AVERAGE	67,441

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	72,000 *
2	70,500 *
3	69,300 *
4	68,300 *
5	67,032 *
6	65,900 *
7	63,200 *
8	62,300 *
9	60,819 *
10	57,900 *
11	(57,000) *
12	56,500 *
13	55,485 *
14	55,200 *
15	52,250 *
16	52,000 *
17	51,068 *
18	50,000 *
19	49,700 *
20	48,000 *
21	46,000 *
22	45,799 *
23	45,540 *
24	43,013 *
25	40,911 *
AVERAGE	56,229

UNIVERSITY OF ARKANSAS
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TABLE I (Continued)

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	\$2,000 *
2	\$3,000 *
3	\$4,996 *
4	(\$4,100) *
5	\$4,000 *
6	\$3,091 *
7	\$1,606 *
8	\$1,225 *
9	\$0,410 *
10	\$9,420 *
11	\$9,455 *
12	\$9,442 *
13	\$8,946 *
14	\$8,000 *
15	\$7,700 *
16	\$7,695 *
17	\$7,558 *
18	\$7,192 *
19	\$3,800 *
20	\$3,000 *
21	\$1,600 *
22	\$1,400 *
23	\$1,335 *
24	\$0,700 *
25	\$0,060 *
26	\$9,800 *
27	\$1,950 *
AVERAGE	\$7,627

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	\$14,000 *
2	\$17,999 *
3	\$14,400 *
4	\$10,000 *
5	\$10,480 *
6	\$102,900 *
7	\$101,795 *
8	\$9,597 *
9	\$8,832 *
10	\$3,500 *
11	\$3,000 *
12	\$1,800 *
13	\$9,629 *
14	\$8,911 *
15	\$6,700 *
16	\$6,350 *
17	\$5,860 *
18	\$5,680 *
19	\$4,400 *
20	\$3,975 *
21	\$3,068 *
22	\$3,621 *
23	\$0,361 *
24	\$0,250 *
25	\$0,500 *
26	\$0,000 *
27	\$0,000 *
28	\$0,700 *
29	\$5,500 *

RANK	SALARY
30	\$5,012 *
31	\$4,000 *
32	\$3,300 *
33	\$1,700 *
34	\$0,250 *
35	\$0,000 *
36	\$6,940 *
37	\$3,500 *
38	\$1,600 *
39	\$9,416 *
AVERAGE	\$6,472

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	\$9,500 *
2	\$9,341 *
3	\$9,125 *
4	\$6,374 *
5	\$5,700 *
6	\$5,031 *
7	\$4,058 *
8	\$3,528 *
9	\$3,000 *
10	\$1,759 *
11	\$1,430 *
12	\$1,361 *
13	\$0,900 *
14	\$9,350 *
15	\$9,300 *
16	\$9,000 *
17	\$8,708 *
18	\$2,867 *
19	\$2,000 *
20	\$1,325 *
21	\$9,000 *
22	\$7,750 *
23	\$0,783 *
AVERAGE	\$9,617

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	\$1,500 *
2	\$6,943 *
3	\$4,000 *
4	\$5,000 *
5	\$4,829 *
6	\$4,300 *
7	\$4,000 *
8	\$3,000 *
9	\$3,000 *
10	\$1,353 *
11	\$0,605 *
12	\$9,510 *
13	\$9,351 *
14	\$0,000 *
15	\$0,908 *
16	\$0,788 *
17	\$0,300 *

RANK	SALARY
18	\$8,000 *
19	\$7,800 *
20	\$7,750 *
21	\$6,953 *
22	\$6,410 *
23	\$6,000 *
24	\$5,658 *
25	\$5,332 *
26	\$4,426 *
27	\$3,973 *
28	\$3,508 *
29	\$3,370 *
30	\$3,000 *
31	\$3,000 *
32	\$2,000 *
33	\$1,861 *
34	\$1,400 *
35	\$1,275 *
36	\$0,968 *
37	\$0,350 *
38	\$0,000 *
39	\$9,764 *
40	\$9,440 *
41	\$9,100 *
42	\$8,500 *
43	\$8,150 *
44	\$8,000 *
45	\$8,000 *
46	\$8,000 *
47	\$7,944 *
48	\$7,900 *
49	\$7,800 *
50	\$5,800 *
51	\$5,800 *
52	\$4,742 *
53	\$4,616 *
54	\$4,028 *
55	\$3,800 *
56	\$2,000 *
57	\$1,604 *
58	\$1,000 *
59	\$0,911 *
60	\$0,830 *
61	\$7,990 *
62	\$4,976 *
63	\$7,000 *

AVERAGE \$2,437

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TABLE I (Continued)

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	71,574 *
2	69,081 *
3	68,263 *
4	67,700 *
5	67,000 *
6	66,000 *
7	65,313 *
8	64,735 *
9	64,300 *
10	63,772 *
11	63,500 *
12	62,959 *
13	62,144 *
14	61,000 *
15	59,861 *
16	59,500 *
17	59,196 *
18	58,460 *
19	58,350 *
20	58,000 *
21	55,500 *
22	54,768 *
23	54,500 *
24	53,900 *
25	53,880 *
26	53,456 *
27	53,250 *
28	53,004 *
29	52,700 *
30	51,250 *
31	50,697 *
32	49,200 *
33	48,875 *
34	46,767 *
35	39,628 *
AVERAGE	58,173

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	75,000 *
2	74,000 *
3	66,000 *
4	62,816 *
5	62,500 *
6	61,583 *
7	61,192 *
8	58,600 *
9	58,500 *
10	58,500 *
11	58,000 *
12	57,627 *
13	54,900 *
14	52,658 *
15	51,800 *
16	(51,652) *
17	51,250 *
18	51,036 *
19	49,700 *
20	49,015 *
21	48,902 *
22	48,500 *

RANK	SALARY
23	48,228 *
24	48,212 *
25	47,750 *
26	47,040 *
27	46,799 *
28	45,450 *
29	42,000 *
30	41,510 *
31	40,911 *
32	40,090 *
AVERAGE	53,593

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	72,044 *
2	67,500 *
3	(64,520) *
4	(61,824) *
5	60,000 *
6	59,830 *
7	59,600 *
8	59,520 *
9	58,056 *
10	58,750 *
11	56,611 *
12	56,488 *
13	56,188 *
14	52,658 *
15	50,840 *
16	50,600 *
17	49,730 *
18	48,070 *
19	37,950 *
20	34,896 *
AVERAGE	55,735

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	67,500 *
2	64,404 *
3	64,000 *
4	62,500 *
5	62,000 *
6	61,770 *
7	61,000 *
8	60,500 *
9	58,396 *
10	57,600 *
11	56,816 *
12	54,100 *
13	53,000 *
14	54,000 *
15	54,700 *
16	54,526 *
17	54,387 *
18	53,815 *
19	53,420 *
20	53,328 *
21	51,300 *

RANK	SALARY
22	51,205 *
23	50,400 *
24	50,200 *
25	50,000 *
26	49,871 *
27	48,700 *
28	46,000 *
29	45,500 *
30	41,796 *
AVERAGE	54,991

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	70,068 *
2	63,200 *
3	58,900 *
4	56,163 *
5	54,000 *
6	53,700 *
7	54,240 *
8	52,736 *
9	52,000 *
10	51,723 *
11	50,287 *
12	48,667 *
13	48,500 *
14	47,500 *
15	46,000 *
16	40,272 *
17	39,899 *
18	39,262 *
19	38,232 *
20	36,587 *
21	36,200 *
22	34,886 *
AVERAGE	48,956

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	74,130 *
2	73,000 *
3	71,162 *
4	69,821 *
5	68,376 *
6	68,000 *
7	66,600 *
8	66,000 *
9	65,800 *
10	64,393 *
11	64,000 *
12	63,100 *
13	60,840 *
14	60,000 *
15	60,000 *
16	57,180 *
17	56,400 *
18	46,500 *
AVERAGE	64,193

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-seven participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Tech University
University of Alabama
University of Alabama at Birmingham
University of Alabama at Huntsville
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Florida
University of South Alabama
University of South Carolina
University of South Florida
University of Southern Mississippi
University of Tennessee at Knoxville

TABLE II (Continued)
—ATLANTA REGION—

PRESIDENT OF A SYSTEM OF
MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	79,680
2	77,585
3	71,000
4	66,725
5	62,700
AVERAGE	71,538

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	84,750
2	84,750
3	84,750
4	82,620
5	80,562
6	80,250
7	80,000
8	79,380
9	77,585
10	75,000
11	70,211
12	69,350
13	68,000
14	66,725
15	63,500
16	62,700
17	62,700
18	57,000
19	56,360
20	54,500
21	54,500
AVERAGE	71,200

ACADEMIC DEVICES:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	79,728
2	78,000
3	72,500
4	72,000
5	66,359
6	64,600
7	64,500
8	63,420
9	62,000
10	60,974
11	60,600
12	59,711
13	59,700
14	58,000
15	55,500
16	54,371
17	55,000
18	54,500

RANK SALARY

19	54,000
20	53,832
21	53,000
22	52,380
23	48,000
AVERAGE	61,030

ACADEMIC DEVICES:
DEAN

RANK	SALARY
1	(83,944)
2	71,500
3	67,410
4	62,500
AVERAGE	71,239

ACADEMIC DEVICES:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	63,000
2	58,800
3	56,000
4	54,310
5	52,395
6	51,200
7	51,180
8	50,000
9	50,000
10	49,455
11	49,200
12	49,075
13	48,000
14	45,000
15	44,922
16	44,495
17	43,423
18	42,941
19	41,784
20	41,400
21	40,020
22	40,000
23	40,000
24	39,974
25	35,640
26	30,833
AVERAGE	46,463

ACADEMIC DEVICES:
DIRECTOR OF ADMINISTRATIVE ACTION
PROGRAM

RANK	SALARY
1	51,487
2	50,936
3	43,943
4	42,806
5	42,500
6	41,000
7	39,800
8	34,365
9	37,600
10	30,495
11	26,125
12	25,110
13	(23,043)
14	23,001
15	21,000
16	20,053
AVERAGE	34,079

ACADEMIC DEVICES:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	47,639
2	58,000
3	53,295
4	52,154
5	51,350
6	50,600
7	50,460
8	49,799
9	49,300
10	49,140
11	48,000
12	45,000
13	45,000
14	44,900
15	42,800
16	42,460
17	42,000
18	41,707
19	39,700
20	38,280
21	36,536
22	36,000
23	33,600
24	33,600
25	33,428
AVERAGE	45,391

TABLE II (Continued)
—ATLANTA REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	72,000
2	70,424
3	66,133
4	64,000
5	64,630
6	64,400
7	62,900
8	62,282
9	60,795
10	59,569
11	59,300
12	59,300
13	59,899
14	44,285
15	44,000
16	44,000
17	52,037
18	52,000
19	52,000
20	51,352
21	49,970
22	48,732
23	44,000
AVERAGE	58,072

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	54,300
2	47,817
3	46,000
4	30,183
AVERAGE	44,975

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	52,140
2	51,765
3	40,800
4	36,078
5	31,296
AVERAGE	42,420

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	52,270
2	48,400
3	47,760
4	43,888
5	43,600
6	43,350
7	41,748
8	38,000
9	37,900
10	37,092
11	35,832
12	33,593
13	32,090
14	31,070
15	30,365
16	27,842
17	26,520
AVERAGE	38,403

BUSINESS OR FISCAL OFFICERS:
CONTROLLED

RANK	SALARY
1	58,800
2	54,480
3	54,300
4	52,500
5	41,250
6	40,040
7	48,970
8	48,000
9	44,700
10	44,000
11	42,900
12	41,690
13	41,000
14	40,732
15	40,500
16	40,000
17	37,324
18	35,400
19	35,000
20	32,916
21	31,790
AVERAGE	40,072

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	51,300
2	45,700
3	39,250
4	37,908
5	37,000
6	36,300
7	35,863
8	32,600
9	32,460
10	32,044
11	31,296
12	31,200
13	30,000
14	29,931
15	29,700
16	29,538
17	28,000
18	24,600
19	23,900
20	24,411
21	23,712
22	23,100
AVERAGE	32,438

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	55,480
2	48,400
3	45,500
4	44,000
5	43,800
6	42,998
7	40,788
8	40,000
9	39,400
10	38,972
11	37,800
12	37,740
13	36,992
14	35,800
15	35,304
16	35,000
17	34,000
18	33,460
19	32,400
20	32,000
21	30,423
22	29,720
23	29,622
24	28,420
25	28,500
26	24,000
AVERAGE	36,962

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TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	47,340
2	42,100
3	41,004
4	40,173
5	39,449
6	38,000
7	37,881
8	37,000
9	36,192
10	35,000
11	34,000
12	33,000
13	32,500
14	32,220
15	32,000
16	30,000
17	48,700
18	47,400
19	44,640
20	44,184
21	42,816

AVERAGE 34,083

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	55,800
2	53,536
3	47,250
4	46,680
5	46,679
6	45,713
7	44,730
8	44,473
9	42,100
10	40,000
11	39,850
12	39,800
13	37,085
14	36,748
15	35,670
16	32,736
17	28,691

AVERAGE 42,210

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	38,300
2	38,780
3	37,500
4	29,768
5	27,995
6	17,625

AVERAGE 28,828

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	49,700
2	48,168
3	42,424
4	41,300
5	41,142
6	39,830
7	39,690
8	39,100
9	34,024
10	34,000
11	33,960
12	33,700
13	33,484
14	33,300
15	32,500
16	31,629
17	31,500
18	29,700
19	29,610
20	28,752
21	28,380
22	23,120
23	21,946
24	21,500
25	21,300

AVERAGE 33,762

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	52,640
2	51,000
3	48,168
4	48,000
5	45,000
6	42,100
7	42,000
8	41,370
9	40,793
10	38,940
11	37,740
12	37,500
13	35,144
14	33,840
15	33,500
16	33,000
17	32,500
18	29,543
19	29,376
20	29,000
21	28,830
22	28,829
23	26,233
24	24,800
25	23,240
26	21,288

AVERAGE 34,082

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	38,000
2	36,934
3	36,720
4	35,650
5	35,040
6	35,000
7	34,700
8	33,943
9	33,000
10	32,340
11	32,000
12	31,518
13	31,000
14	27,708
15	27,620
16	27,600
17	28,864
18	28,784
19	27,670
20	27,530
21	26,400
22	26,230
23	26,200
24	25,106
25	24,780
26	20,565

AVERAGE 30,631

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	41,691
2	40,793
3	40,235
4	38,984
5	38,000
6	38,000
7	35,842
8	35,300
9	34,800
10	34,700
11	34,440
12	33,600
13	31,000
14	29,100
15	28,000
16	27,140
17	27,000
18	27,000
19	24,117
20	23,000
21	22,730
22	22,400
23	21,616
24	20,260
25	17,579

AVERAGE 30,783

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TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICER:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	75,608
2	72,183
3	66,940
4	64,320
5	63,945
6	63,364
7	61,544
8	60,660
9	58,236
10	57,100
11	51,392
12	50,788
13	48,530
14	46,450
15	44,940
16	43,070
17	34,000
18	33,200
19	23,556
20	21,797
21	18,324
AVERAGE	50,521

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—ATLANTA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	83,545
2	73,700
3	62,470
4	56,000
5	54,000
6	54,621
7	39,200
AVERAGE	60,781

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	61,900
2	59,569
3	48,800
4	46,800
5	56,278
6	53,941
7	51,975
AVERAGE	56,980

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	53,500
2	52,000
3	50,750
4	48,356
5	35,500
AVERAGE	48,023

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	54,000
2	50,500
3	50,127
4	46,122
5	49,000
6	44,625
7	43,470
8	40,841
9	36,261
10	30,000
AVERAGE	44,090

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	65,004
2	54,200
3	50,715
4	49,731
5	48,200
6	48,000
7	48,000
8	47,423
9	44,468
10	38,900
11	37,356
12	32,400
13	29,702
14	27,295
15	23,043
AVERAGE	43,028

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	48,532
2	47,300
3	45,000
4	44,500
5	38,810
6	38,900
7	37,908
8	37,200
9	36,610
10	36,156
11	32,040
12	31,137
13	29,320
14	28,405
15	25,549
16	24,840
AVERAGE	36,400

TABLE II (Continued)
—ATLANTA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	47.084
2	51.000
3	49.191
4	48.532
5	48.144
6	48.750
7	44.400
8	42.756
9	41.140
10	41.000
11	40.800
12	40.742
13	40.400
14	40.300
15	40.000
16	40.000
17	40.000
18	39.672
19	37.200
20	36.155
21	37.100
22	37.032
23	35.217
24	34.063
25	31.567
26	30.320
AVERAGE	41.375

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	45.645
2	40.800
3	39.000
4	37.800
5	37.130
6	35.944
7	34.000
8	33.400
9	33.000
10	30.136
11	29.880
12	29.049
13	28.492
14	27.840
15	25.920
16	25.720
17	24.145
18	24.000
19	23.400
20	20.400
21	19.824
AVERAGE	30.843

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	50,000
2	45,789
3	41,989
4	41,086
5	37,334
6	37,013
7	36,776
8	34,050
9	33,600
10	37,539
11	32,440
12	32,000
13	31,668
14	30,193
15	24,573
16	26,866
17	28,004
18	21,680
AVERAGE	34,474

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	57,716
2	47,492
3	54,023
4	53,700
5	53,131
6	52,500
7	49,070
AVERAGE	53,937

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	49,030
2	61,000
3	58,000
4	52,000
5	48,400
6	47,600
7	43,800
8	43,000
AVERAGE	52,316

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	48,000
2	46,030
3	45,980
4	45,150
5	43,200
6	42,773
7	41,781
8	40,474
9	39,388
10	38,153
11	38,000
12	36,705
13	34,500
14	27,480
15	26,233
16	24,995
17	23,900
AVERAGE	37,851

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	49,000
2	65,500
3	61,000
4	55,380
5	55,220
6	52,848
AVERAGE	59,825

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	48,000
2	47,066
3	45,574
4	45,500
5	44,000
6	41,781
7	41,350
8	40,167
9	39,701
10	38,600
11	38,242
12	36,709
13	35,896
14	35,416
15	34,705
16	34,610
17	32,589
18	30,580

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	57,716
2	48,720
3	47,874
4	43,686
5	41,670
6	40,090
7	39,813
8	38,850
9	36,120
AVERAGE	42,927

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—ATLANTA REGION—

RESEARCH SERVICES:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	82,000
2	74,171
3	63,900
4	58,800
5	52,000
6	51,120
7	47,754
AVERAGE	61,392

RESEARCH SERVICES:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	48,841
2	45,000
3	43,200
4	42,998
5	42,272
6	41,340
7	39,500
8	39,500
9	39,500
10	37,496
11	34,779
12	34,000
13	30,923
14	28,500
15	27,750
16	24,676

AVERAGE 37,514

RESEARCH SERVICES:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	67,190
2	57,562
3	50,318
4	50,070
5	49,620
6	48,000
7	46,200
8	45,070
9	44,500
10	42,596
11	37,834
12	37,231
13	36,296
14	35,000
15	32,500
16	32,000
17	31,485
18	30,470
19	17,750
AVERAGE	41,658

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	72,542
2	67,874
3	64,450
4	59,000
5	58,499
6	54,420
7	53,000
8	49,580
9	38,016
AVERAGE	57,479

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	63,500
2	55,779
3	54,700
4	52,479
5	52,000
6	47,200
7	49,200
8	47,300
AVERAGE	53,044

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	73,601
2	71,100
3	71,000
4	66,850
5	64,746
6	63,500
7	57,240
8	57,225
9	55,854
10	53,550
11	51,400
12	51,150
13	49,500
14	48,500
15	44,460
16	42,000
17	41,931
AVERAGE	56,683

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	81,500
2	72,400
3	71,054
4	69,600
5	66,000
6	65,400
7	64,200
8	62,441
9	60,200
10	60,000
11	58,232
12	56,115
13	55,774
14	55,650
15	55,000
16	54,000
17	54,040
18	54,000
19	53,792
20	53,000
21	50,000
22	50,000
23	49,839
24	47,500
25	46,800
26	44,799
AVERAGE	58,207

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	62,300
2	56,756
3	53,880
4	51,200
5	50,000
6	48,700
7	44,000
8	43,800
9	43,654
10	42,500
11	41,250
12	40,790
13	38,580
14	37,440
15	36,720
16	35,100
17	34,302
18	33,936
19	31,729
AVERAGE	43,518

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	74,950
2	72,450
3	70,441
4	64,000
AVERAGE	70,710

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	72,420
2	62,400
3	60,620
4	60,500
5	58,400
6	58,212
7	58,000
8	57,750
9	52,640
10	52,600
11	52,500
12	52,420
13	52,080
14	51,667
15	51,224
16	50,930
17	50,331
18	49,309
19	47,500
20	46,116
21	45,900
22	45,799
23	44,738
24	44,080
25	42,007
AVERAGE	52,805

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	73,030
2	70,029
3	67,300
4	66,300
5	66,000
6	64,785
7	62,000
8	60,974
9	59,931
10	59,100
11	58,936
12	57,500
13	56,000
14	55,700
15	55,008
16	51,888
17	46,998
18	44,905
19	41,654
AVERAGE	58,864

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	53,500
2	50,600
3	48,056
4	47,420
5	45,500
6	40,000
AVERAGE	47,513

DEANS (DIRECTORS):
SPECTRY

RANK	SALARY
1	63,900
2	62,900
3	62,400
4	51,499
5	49,748
AVERAGE	58,089

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	74,171
2	72,400
3	69,030
4	61,070
5	58,000
6	56,770
7	56,682
8	54,070
9	54,465

RANK SALARY

10	54,390
11	53,975
12	53,550
13	53,079
14	51,750
15	49,350
16	46,492
17	45,900
18	45,000
19	42,714
20	42,100
21	41,744
22	41,652
AVERAGE	53,644

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	55,120
2	51,413
3	50,400
4	48,600
5	43,000
6	38,343
AVERAGE	47,813

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	73,556
2	70,656
3	64,822
4	55,500
5	47,500
6	45,000
7	43,779
AVERAGE	47,233

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	47,437
2	41,000
3	52,100
4	49,600
5	49,460
6	46,746
7	44,770
8	43,000
9	29,172
AVERAGE	49,724

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	64,520
2	61,824
3	52,800
4	50,930
AVERAGE	57,769

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	63,000
2	53,800
3	53,071
4	52,984
5	46,100
6	45,500
7	44,000
AVERAGE	51,208

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	78,715
2	78,672
3	74,374
4	70,000
5	69,000
6	68,000
7	65,000
8	63,000
9	63,840
10	62,400
11	52,168
12	56,000
AVERAGE	67,756

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	68,300
2	62,300
3	52,250
4	48,000
5	45,799
AVERAGE	55,330

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TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	62,000
2	49,820
3	46,946
4	47,700
5	43,000
6	41,400
7	40,700
AVERAGE	47,652

RANK	SALARY
11	49,100
12	48,500
13	48,000
14	49,500
15	41,804
16	40,830
17	37,990
AVERAGE	51,626

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	62,000
2	61,770
3	54,387
4	51,300
5	50,400
6	50,200
7	46,700
8	45,500
AVERAGE	52,782

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	110,000
2	101,789
3	98,632
4	91,800
5	85,860
6	83,779
7	80,290
8	72,500
9	78,800
10	74,000
AVERAGE	88,460

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	71,574
2	65,313
3	64,735
4	59,500
5	56,460
6	53,880
7	50,697
AVERAGE	60,308

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	51,723
2	39,262
3	38,232
AVERAGE	43,072

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	59,741
2	51,749
3	49,340
AVERAGE	53,483

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	61,583
2	49,014
3	48,500
4	45,799
5	41,510
AVERAGE	49,281

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	74,130
2	66,000
3	64,383
4	60,000
5	57,180
AVERAGE	64,339

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	66,943
2	64,820
3	40,805
4	59,510
5	57,790
6	56,000
7	51,275
8	40,000
9	49,744
10	49,440

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	67,500
2	(65,920)
3	(61,824)
4	58,056
5	56,488
AVERAGE	61,878

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-four participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University-Purdue University at Indianapolis
Indiana University at Bloomington
Kent State University
Michigan Technological University
Oakland University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago Circle
University of Illinois at Urbana-Champaign
University of Michigan
University of Minnesota-Minneapolis/St. Paul
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Wayne State University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM OF
MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	88,850
2	82,000
3	81,500
4	77,292
5	76,000
6	70,000
7	67,000
AVERAGE	77,515

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	88,000
2	84,747
3	83,000
4	82,000
5	78,150
6	78,000
7	77,000
8	76,500
9	73,000
10	71,500
11	71,050
12	70,000
13	68,900
14	67,500
15	62,736
16	62,000
17	61,500
AVERAGE	73,634

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	76,300
2	75,000
3	73,000
4	73,000
5	72,900
6	71,000
7	65,000
8	64,800
9	61,500
10	61,300
11	60,000
12	60,000
13	59,832
14	58,604
15	55,284
16	53,000
17	51,000
AVERAGE	64,219

ACADEMIC OFFICERS:
DEAN

RANK	SALARY
1	73,000
2	69,000
3	66,000
4	64,050
5	61,253
6	60,500
7	59,150
8	55,284
9	53,000
AVERAGE	62,360

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	66,436
2	64,400
3	58,500
4	58,300
5	56,200
6	56,200
7	56,035
8	54,500
9	42,584
10	52,500
11	50,930
12	50,850
13	49,824
14	48,800
15	47,600
16	46,000
17	44,400
18	44,000
19	43,800
20	41,000
21	40,000
22	34,800
23	31,200
AVERAGE	49,994

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	50,000
2	47,000
3	43,400
4	40,444
5	40,000
6	39,000
7	37,296
8	36,500
9	35,400
10	35,352
11	34,700
12	34,700
13	33,420
14	32,760
15	31,800
16	31,250
17	31,100
18	28,890
19	27,830
20	27,721
21	26,000
22	22,800
AVERAGE	34,902

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	68,244
2	67,320
3	61,900
4	53,700
5	51,800
6	51,500
7	50,505
8	49,992
9	47,478
10	47,000
11	46,900
12	46,516
13	46,154
14	46,000
15	43,142
16	43,000
17	42,500
18	41,580
19	41,544
20	39,000
21	38,775
22	37,033
AVERAGE	48,027

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—CHICAGO REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	78,400
2	73,000
3	72,000
4	71,500
5	64,100
6	60,871
7	60,750
8	58,975
9	57,950
10	57,780
11	57,500
12	56,700
13	54,472
14	53,000
15	53,500
16	52,500
17	52,274
18	49,008
19	48,852
AVERAGE	59,794

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	72,000
2	67,200
3	63,000
4	48,800
5	46,500
6	29,343
AVERAGE	54,507

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	55,650
2	53,500
3	50,000
4	42,000
AVERAGE	50,288

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	59,112
2	50,000
3	46,584
4	44,490
5	44,500
6	42,750
7	42,000
8	40,000
9	36,000
10	35,492
11	34,850
12	33,700
13	32,880
14	32,130
15	30,852
16	30,150
AVERAGE	39,699

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	60,755
2	55,300
3	53,800
4	49,404
5	48,000
6	46,500
7	46,700
8	45,100
9	44,724
10	42,012
11	42,000
12	40,350
13	37,514
14	34,850
15	35,000
16	34,681
17	34,500
18	33,000
AVERAGE	43,460

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	49,992
2	42,500
3	41,028
4	39,500
5	39,223
6	34,500
7	33,675
8	32,739
9	31,354
10	31,350
11	27,100
12	28,908
13	24,750
14	26,690
15	26,597
AVERAGE	34,234

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	58,600
2	57,054
3	51,800
4	45,950
5	44,810
6	44,200
7	44,100
8	43,912
9	43,728
10	42,000
11	40,750
12	38,203
13	37,829
14	37,600
15	37,500
16	34,592
17	34,788
18	34,025
19	29,830
AVERAGE	42,256

TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS:
VICE DEPARTMENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	67,400
2	60,465
3	56,140
4	54,900
5	55,600
6	55,472
7	54,850
8	54,330
9	54,100
10	54,000
11	53,500
12	51,000
13	49,776
14	48,936
15	(44,900)

AVERAGE 54,426

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	50,871
2	50,500
3	50,500
4	49,000
5	48,775
6	(44,900)
7	42,000
8	41,744
9	40,000
10	39,000
11	38,671
12	37,913
13	36,787
14	36,690
15	37,500
16	29,844

AVERAGE 41,666

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	52,300
2	48,912
3	37,637
4	31,100
5	24,660
6	24,498
7	24,113

AVERAGE 34,744

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	50,000
2	(48,760)
3	45,504
4	44,000

RANK	SALARY
4	44,000
6	42,408
7	41,000
8	(39,943)
9	39,784
10	38,474
11	38,400
12	37,876
13	37,330
14	37,092
15	36,850
16	35,100
17	35,000
18	34,742
19	34,320
20	34,268
21	34,000
22	32,760
23	32,425

AVERAGE 38,868

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(49,750)
2	42,740
3	42,500
4	40,400
5	(39,943)
6	39,700
7	38,900
8	37,405
9	36,480
10	35,428
11	33,200
12	32,849
13	32,194
14	31,820
15	31,740
16	30,850
17	30,000
18	30,000

AVERAGE 36,302

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	43,800
2	40,800
3	39,240
4	38,840
5	38,500
6	38,400
7	34,936
8	36,854
9	35,430
10	35,200
11	35,176
12	33,596
13	33,320
14	33,245
15	32,942
16	31,906

RANK	SALARY
17	31,200
18	29,969
19	27,940
20	27,901
21	26,272
22	26,000
23	25,100
24	24,720

AVERAGE 33,478

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	49,272
2	48,500
3	44,926
4	44,400
5	42,900
6	41,290
7	(40,736)
8	38,000
9	37,620
10	37,100
11	36,490
12	36,156
13	34,817
14	34,313
15	31,100
16	30,981
17	30,634
18	27,618
19	26,877
20	26,447

AVERAGE 37,087

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	72,100
2	65,700
3	60,000
4	59,237
5	55,210
6	51,616
7	49,784
8	49,600
9	49,500
10	49,175
11	48,234
12	48,042
13	44,884
14	43,020
15	40,500
16	36,804
17	35,040
18	34,440
19	21,961
20	20,700

AVERAGE 46,783

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	69,100
2	47,400
3	44,100
4	62,640
5	57,950
6	54,250
7	48,936

AVERAGE 60,625

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	45,500
2	43,000
3	55,400
4	55,100
5	49,000

AVERAGE 57,618

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	71,000
2	63,000
3	59,000
4	46,900
5	50,846
6	44,004
7	42,800
8	40,200
9	38,325
10	37,400
11	37,445
12	35,600
13	30,000

AVERAGE 46,563

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	53,000
2	51,752
3	51,000
4	49,100
5	47,000
6	44,500
7	44,100
8	43,950
9	39,600
10	38,640
11	34,000
12	33,048
13	28,824
14	28,000

RANK	SALARY
15	24,000
16	24,895
17	19,250

AVERAGE 38,490

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	58,700
2	51,932
3	50,120
4	48,875
5	47,400
6	42,750
7	41,550
8	41,387
9	40,000
10	39,977
11	32,100
12	30,790
13	30,250
14	28,928

AVERAGE 41,483

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	57,780
2	53,900
3	42,500
4	42,400
5	41,932
6	51,800
7	47,500
8	47,050
9	46,440
10	45,500
11	44,250
12	42,380
13	42,150
14	42,000
15	41,790
16	41,680
17	39,689
18	39,687
19	38,140
20	37,800
21	37,138
22	31,961

AVERAGE 44,795

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	46,000
2	41,500
3	40,275
4	39,120

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—CHICAGO REGION—

PUBLIC RELATIONS AND DEVELOPMENTS
VICE PRESIDENT FOR PUBLIC
RELATIONS AND FOR INFORMATION

RANK	SALARY
1	(64,500)
2	61,850
3	54,500
4	54,262
5	(53,024)
6	51,200
7	(48,000)
8	47,870
9	(45,024)

AVERAGE 53,357

PUBLIC RELATIONS AND DEVELOPMENTS
DIRECTOR OF PUBLIC RELATIONS
AND FOR INFORMATION

RANK	SALARY
1	48,000
2	47,250
3	44,000
4	44,000
5	42,000
6	38,832
7	38,549
8	36,750
9	36,125
10	34,000
11	35,800
12	34,544
13	31,256
14	28,500
15	24,200
16	22,580

AVERAGE 36,900

PUBLIC RELATIONS AND DEVELOPMENTS
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	60,000
2	59,629
3	55,000
4	54,450

AVERAGE 57,420

PUBLIC RELATIONS AND DEVELOPMENTS
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	56,348
2	44,100
3	41,000
4	40,750
5	39,500
6	34,715
7	33,850

AVERAGE 41,466

PUBLIC RELATIONS AND DEVELOPMENTS
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(64,500)
2	58,290
3	(53,004)
4	(48,000)
5	(45,024)

AVERAGE 53,764

PUBLIC RELATIONS AND DEVELOPMENTS
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	50,000
2	45,400
3	43,225
4	39,250
5	38,483
6	(38,136)
7	37,013
8	31,150
9	31,000
10	30,692
11	26,600

AVERAGE 37,359

PUBLIC RELATIONS AND DEVELOPMENTS
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	56,000
2	51,350
3	48,000
4	45,900
5	38,310
6	(38,136)
7	36,155
8	34,750
9	31,272
10	30,865
11	28,795
12	28,426
13	28,100
14	27,560
15	27,285
16	27,200
17	24,000
18	24,776
19	24,200

AVERAGE 34,462

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—CHICAGO REGION—

RESEARCH SERVICES:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	54,432
2	52,609
3	48,767
4	48,384
5	47,834
6	46,344
7	45,101
8	43,000
9	42,890
10	41,396
11	39,500
12	39,281
13	39,254
14	37,331
15	28,730
16	25,990
AVERAGE	42,521

RESEARCH SERVICES:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	50,508
2	44,566
3	44,000
4	39,650
5	38,490
6	37,500
7	36,387
8	35,295
9	35,000
10	33,750
11	33,100
12	32,450
13	31,507
14	31,171
15	28,390
AVERAGE	36,788

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	71,000
2	63,000
3	46,474
AVERAGE	60,135

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	59,000
2	54,107
3	52,000
4	50,000
5	47,900
6	42,920
7	39,885
AVERAGE	49,402

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	74,590
2	68,700
3	68,283
4	65,000
5	63,590
6	63,100
7	61,500
8	60,790
9	59,400
10	59,000
11	59,192
12	54,000
13	54,042
14	54,840
15	54,100
16	52,000
17	51,852
18	51,681
19	50,500
20	50,290
21	44,432
22	44,172
23	43,200
AVERAGE	56,907

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	71,000
2	65,300
3	59,944
4	58,000
5	58,274
6	58,300
7	57,411
8	57,000
9	56,000
10	55,150
11	54,700
12	53,500
13	53,492
14	53,350
15	53,000
16	40,880
17	49,220
18	48,650
19	47,040
20	47,004
21	47,824
22	36,930
AVERAGE	54,036

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	77,800
2	71,000
3	66,400
4	64,354
5	60,500
6	40,000
7	58,938
8	(57,000)
9	56,000
10	55,450
11	55,044
12	54,300
13	53,150
14	51,000
15	50,880
16	50,425
17	49,900
18	49,000
19	45,000
AVERAGE	56,897

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	47,200
2	54,500
3	53,570
4	54,500
5	54,434
6	53,050
7	50,750
8	50,748
9	50,050
10	48,500
11	48,450
12	48,350
13	46,150
14	44,700
15	45,350
16	45,200
17	44,729
18	44,136
AVERAGE	50,258

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	73,000
2	70,500
3	67,000
4	66,600
5	66,200
6	64,734
7	64,300
8	63,000
9	62,000
10	61,000
11	60,000
12	57,000
13	56,800
14	56,304
15	51,332
AVERAGE	62,651

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	51,674
2	38,000
3	33,044
4	34,979
5	33,200
6	32,032
7	42,500
AVERAGE	33,913

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	75,200
2	67,013
3	61,000
4	60,000
5	59,000
6	48,000
7	57,394
8	56,240
9	55,900
10	51,600
11	48,801
12	48,928
13	47,784
14	47,296
15	47,163
16	46,200
17	44,830
18	45,472
19	43,100
AVERAGE	53,739

DEANS (DIRECTORS):
HEALTH/PHYS. EDUCATION/RECREATION

RANK	SALARY
1	56,000
2	53,000
3	51,000
4	47,180
5	44,750
6	40,000
7	35,500
AVERAGE	47,061

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	63,800
2	60,000
3	53,000
4	36,625
AVERAGE	53,356

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	65,000
2	56,000
3	55,100
4	49,100
AVERAGE	56,300

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	75,896
2	73,000
3	72,400
4	77,000
5	71,300
6	70,000
7	68,244
8	68,200
9	64,000
10	67,404
11	60,151
12	55,700
AVERAGE	68,709

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	70,340
2	65,900
3	57,000
4	52,000
5	51,068
AVERAGE	59,294

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	55,000
2	53,091
3	51,225
4	49,454
5	48,000
6	47,695
7	47,192
8	43,800
AVERAGE	49,432

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	155,000
2	93,300
3	85,680
4	79,000
5	75,500
6	71,700
7	63,500
AVERAGE	89,126

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	59,500
2	55,700
3	54,058
4	53,000
5	48,708
6	42,000
7	41,325
AVERAGE	50,613

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	71,500
2	64,000
3	64,300
4	63,000
5	61,353
6	59,000
7	58,908
8	51,500
9	50,968
10	44,028
11	43,900
12	42,000
AVERAGE	56,255

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	67,700
2	64,300
3	63,732
4	63,500
5	59,156
6	48,875
AVERAGE	61,211

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	62,500
2	51,800
3	48,228
4	47,750
5	47,040
6	45,450
7	40,080
AVERAGE	48,978

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	64,000
2	63,100
3	60,000
AVERAGE	62,367

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	67,500
2	62,500
3	60,500
4	55,100
5	55,000
6	53,328
7	46,000
AVERAGE	57,133

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	58,900
2	55,700
3	48,500
4	46,000
5	40,272
6	36,587
AVERAGE	47,660

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-three participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University & Agricultural
& Mechanical College
Louisiana Tech University
New Mexico Institute of Mining and Technology
New Mexico State University
North Texas State University
Northeast Louisiana University
Northwestern State University of Louisiana
Oklahoma State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University and Texas Tech University
Health Sciences Center
University of Arkansas
University of Houston
University of New Mexico
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
—DALLAS REGION—

PRESIDENT OF A SYSTEM OF
MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	86,100
2	85,995
3	72,828
AVERAGE	81,641

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	125,000
2	115,000
3	97,478
4	84,600
5	82,950
6	87,100
7	80,923
8	78,300
9	78,154
10	77,667
11	68,511
12	68,511
13	68,511
14	64,960
15	63,320
16	61,500
17	55,000
18	52,600
19	52,600
AVERAGE	76,699

ACADEMIC DEVICES:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	75,000
2	71,908
3	71,000
4	71,100
5	70,700
6	70,112
7	69,350
8	61,567
9	60,840
10	59,000
11	59,000
12	58,000
13	56,200
14	54,701
15	53,988
16	52,194
17	50,150
18	48,602
AVERAGE	62,134

ACADEMIC DEVICES:
PROVOST

RANK	SALARY
1	76,162
2	66,000
3	64,067
4	59,900
AVERAGE	66,532

ACADEMIC DEVICES:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	58,100
2	57,000
3	54,531
4	54,120
5	51,694
6	51,192
7	40,000
8	49,902
9	49,500
10	48,400
11	48,400
12	48,700
13	45,654
14	44,325
15	45,073
16	43,026
17	42,101
18	41,136
19	39,000
20	35,947
21	33,179
22	24,000
AVERAGE	46,249

ACADEMIC DEVICES:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	(62,136)
2	62,000
3	58,600
4	56,134
5	53,678
6	51,500
7	49,500
8	48,608
9	45,984
10	44,200
11	44,000
12	43,060
13	42,918
14	42,252
15	41,720
16	40,095
17	39,672
18	39,300
19	(39,234)
20	36,500
21	34,986
22	27,381
AVERAGE	45,612

ACADEMIC DEVICES:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	52,100
2	(45,952)
3	43,008
4	40,893
5	(39,234)
6	37,440
7	36,179
8	35,600
9	(34,544)
10	34,591
11	34,500
12	33,320
13	30,693
14	29,994
15	27,149
16	25,731
17	25,555
18	19,259
AVERAGE	34,820

TABLE II (Continued)
—DALLAS REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	75,000
2	72,000
3	(70,100)
4	68,500
5	67,938
6	66,851
7	66,000
8	64,303
9	62,815
10	61,800
11	61,000
12	60,924
13	60,872
14	59,000
15	54,701
16	54,000
17	53,500
18	52,649
19	51,000
20	40,150
21	48,602

AVERAGE 60,843

BUSINESS OR FISCAL OFFICERS:
CONTROLLED

RANK	SALARY
1	56,000
2	55,400
3	52,640
4	51,900
5	50,000
6	(48,876)
7	48,804
8	45,106
9	43,334
10	42,250
11	41,472
12	40,000
13	37,294
14	37,000
15	36,020
16	31,536
17	31,343

AVERAGE 44,059

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(46,887)
2	44,700
3	41,250
4	33,228

AVERAGE 41,516

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	52,000
2	46,664
3	43,041
4	40,219
5	39,422
6	37,900
7	37,198
8	35,004
9	33,600
10	33,567

AVERAGE 39,822

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	46,300
2	43,608
3	39,423
4	38,500
5	35,840
6	34,399
7	33,710
8	33,432
9	32,800
10	32,787
11	32,500
12	31,920
13	31,523
14	28,980
15	28,045
16	25,442
17	25,851

AVERAGE 33,889

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	50,000
2	47,660
3	46,644
4	46,000
5	45,000
6	38,296
7	34,700
8	34,320
9	34,000
10	32,935
11	29,928
12	29,200
13	28,500
14	27,752
15	26,357

AVERAGE 36,753

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	44,400
2	44,204
3	44,300
4	43,624
5	42,000
6	42,000
7	41,545
8	40,480
9	39,632
10	39,000
11	(35,544)
12	35,000
13	34,600
14	33,664
15	32,935
16	32,610
17	31,914
18	30,054
19	30,000
20	26,940
21	26,392
22	20,242

AVERAGE 36,096

TABLE II (Continued)
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	68,000
2	66,000
3	65,128
4	64,000
5	62,763
6	61,800
7	60,500
8	57,918
9	47,394
10	55,650
11	53,364
12	52,000
13	51,000
14	48,334
15	47,213
16	39,994
AVERAGE	56,910

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	44,160
2	44,580
3	42,078
4	41,000
5	40,911
6	39,300
7	38,750
8	38,498
9	34,000
10	37,000
11	36,958
12	34,223
13	34,428
14	33,800
15	32,710
16	28,776
AVERAGE	38,021

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	54,341
2	44,533
3	40,390
4	33,933
5	33,310
6	33,020
7	27,000
8	18,713
AVERAGE	35,906

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	58,611
2	49,000
3	48,915
4	42,875
5	39,709
6	39,070
7	38,900
8	38,673
9	37,440
10	37,332
11	36,029
12	35,500
13	33,781
14	31,821
15	31,500
16	29,745
17	28,272
18	27,768
19	24,500
20	21,710
AVERAGE	36,658

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	49,100
2	48,012
3	47,952
4	45,000
5	42,718
6	42,000
7	38,588
8	37,899
9	37,332
10	34,815
11	34,650
12	34,320
13	34,033
14	34,000
15	32,494
16	31,008
17	31,000
18	29,508
19	27,000
20	24,000
AVERAGE	36,771

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	41,500
2	41,139
3	39,864
4	39,676
5	37,500
6	35,256
7	35,163
8	34,000
9	34,000
10	33,960
11	33,371

RANK	SALARY
12	32,808
13	32,000
14	30,197
15	29,848
16	29,091
17	28,243
18	27,873
19	27,596
20	25,290
21	25,039
22	24,826
23	23,820
AVERAGE	32,262

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	47,406
2	44,000
3	43,550
4	40,644
5	40,000
6	39,624
7	34,610
8	34,041
9	33,161
10	31,600
11	31,415
12	31,496
13	30,071
14	30,115
15	29,927
16	24,834
17	24,747
18	24,506
19	22,256
20	17,008
AVERAGE	33,205

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH
CENTER

RANK	SALARY
1	69,830
2	68,000
3	60,530
4	58,764
5	57,900
6	57,500
7	56,406
8	54,000
9	53,920
10	51,000
11	51,912
12	51,135
13	48,828
14	48,544
15	43,500
16	40,000
17	25,068
18	21,654
19	22,272
20	16,872
AVERAGE	48,079

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—DALLAS REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	69,048
2	(59,900)
3	45,654
AVERAGE	58,201

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(70,100)
2	(68,500)
3	66,000
4	(66,000)
5	63,449
6	60,792
7	59,785
8	53,988
AVERAGE	63,577

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	70,100
2	69,982
3	66,750
4	64,478
5	64,500
6	59,000
7	54,217
AVERAGE	59,004

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	54,618
2	54,600
3	51,200
4	51,140
5	46,048
6	43,480
7	(43,144)
8	41,590
9	40,763
10	39,298
11	38,000
12	34,241
13	33,600
14	30,000
15	23,771
AVERAGE	41,750

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	55,136
2	(51,000)
3	42,600
4	41,306
5	32,000
6	31,185
AVERAGE	42,205

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	51,624
2	(51,000)
3	50,070
4	50,000
5	49,459
6	49,200
7	49,000
8	44,600
9	42,000
10	41,700
11	41,400
12	41,200
13	41,100
14	40,000
15	39,000
16	38,392
17	38,150
18	35,825
19	34,000
20	33,506
21	31,683
22	31,574
23	28,518
24	27,528
AVERAGE	40,690

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	47,400
2	42,504
3	41,700
4	36,440
5	35,200
6	33,982
7	33,444
8	33,228
9	(32,610)
10	32,244
11	31,692
12	30,900
13	30,440
14	29,973

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—DALLAS REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	47,828
2	47,004
3	42,332
4	39,200
5	37,749
6	37,880
7	36,388
8	35,400
9	34,934
10	33,384
11	30,708
12	30,000
13	29,100
14	27,600
15	26,626
16	26,124
17	21,000
18	20,710
AVERAGE	33,594

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(70,800)
2	59,795
3	47,213
AVERAGE	59,266

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	(70,800)
2	70,596
3	(66,000)
4	57,276
5	50,216
AVERAGE	62,978

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	44,636
2	43,000
3	39,280
4	29,023
5	22,800
AVERAGE	40,148

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	72,830
2	(70,800)
3	(66,000)
4	53,046
5	57,073
6	53,998
7	52,224
8	52,000
AVERAGE	60,995

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	54,090
2	52,764
3	50,002
4	47,300
5	45,000
6	(44,000)
7	44,000
8	42,887
9	40,820
10	(40,194)
11	36,523
12	36,500
13	33,000
14	25,371
AVERAGE	42,315

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	(63,000)
2	45,000
3	(44,000)
4	37,500
5	36,804
6	34,307
7	27,444
8	26,758
9	26,558
10	26,088
11	25,179
AVERAGE	33,694

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	(72,000)
2	58,447
3	58,114
AVERAGE	64,854

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—DALLAS REGION—

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	81,425
2	73,000
3	71,070
4	60,000
5	54,000
AVERAGE	68,085

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	68,397
2	68,000
3	60,070
AVERAGE	65,444

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	69,540
2	52,746
3	57,184
4	49,500
5	46,055
6	44,068
7	44,000
8	(40,194)
9	36,000
10	34,500
11	33,804
12	33,085
13	32,200
14	22,411
AVERAGE	42,235

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	47,432
2	42,831
3	40,700
4	40,140
5	38,570
6	38,468
7	38,198
8	36,000
9	37,871
10	34,100
11	34,000
12	33,604
13	33,000
14	30,959
15	24,000
16	25,066
AVERAGE	35,684

TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	72,757
2	70,596
3	67,500
4	64,068
5	58,500
6	52,500
7	51,912
8	46,000
AVERAGE	60,479

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	67,000
2	57,400
3	56,520
4	55,571
5	51,520
6	48,954
7	48,900
AVERAGE	54,124

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	68,000
2	63,500
3	63,400
4	61,596
5	61,276
6	58,600
7	58,000
8	54,000
9	52,394
10	51,912
11	50,525
12	(47,304)
AVERAGE	57,544

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	74,952
2	74,299
3	69,313
4	64,677
5	64,000
6	63,804
7	63,500
8	62,000
9	61,800
10	60,000
11	57,492
12	54,071
13	53,790
14	52,394
15	51,912
16	51,279
17	51,040
18	50,818
19	49,200
20	48,314
21	40,911
AVERAGE	57,881

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	60,831
2	58,680
3	56,000
4	55,516
5	52,394
6	48,822
7	48,528
8	45,200
9	40,987
10	35,868
11	33,000
12	30,814
13	19,600
AVERAGE	45,095

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	71,280
2	70,674
3	67,394
4	61,959
5	61,200
6	58,000
7	57,252
8	56,019
9	54,000
10	55,152
11	53,798
12	52,394
13	51,912
14	51,895
15	51,513
16	50,000
17	49,700
18	48,500
19	48,444
20	40,911
21	37,733
AVERAGE	54,814

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	85,000
2	84,000
3	78,672
4	77,000
5	68,304
6	68,000
7	68,000
8	67,000
9	64,000
10	60,000
11	59,644
12	54,348
13	54,255
14	53,540
15	52,700
16	50,500
AVERAGE	64,873

TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	(70,896)
2	68,000
3	54,241
4	54,000
5	52,698
6	48,400
7	49,094
AVERAGE	56,144

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	60,500
2	52,000
3	44,740
4	43,746
5	33,993
AVERAGE	47,198

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	54,000
2	51,696
3	50,410
4	31,950
AVERAGE	47,014

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	72,224
2	67,700
3	62,667
4	59,496
5	54,436
6	54,391
7	54,000
8	52,394
9	51,912
10	51,507
11	50,000
12	49,900
13	48,500
14	44,901
15	44,808
16	44,113
17	41,992
18	40,911
AVERAGE	52,379

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	(70,696)
2	59,532
3	59,496
4	(53,625)
5	(47,304)
AVERAGE	58,123

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	59,000
2	59,391
3	58,300
4	48,000
5	47,944
6	40,911
7	27,000
AVERAGE	49,501

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	86,500
2	81,525
3	80,440
4	70,000
5	62,000
6	40,200
AVERAGE	73,444

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	69,041
2	67,000
3	52,700
4	49,200
AVERAGE	59,495

DEANS (DIRECTORS):
HEALTH/PHYS. EDUCATION/RECREATION

RANK	SALARY
1	48,382
2	48,366
3	22,668
AVERAGE	39,805

DEANS (DIRECTORS):
LITERAL ARTS

RANK	SALARY
1	72,000
2	47,032
3	63,200
4	56,500
5	55,485
6	49,700
7	40,911
AVERAGE	57,833

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	78,000
2	75,000
3	66,000
4	62,816
5	58,500
6	52,658
7	49,700
8	48,212
9	40,911
AVERAGE	59,089

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TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	72,044
2	60,000
3	52,698
AVERAGE	61,574

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	64,000
2	61,070
3	58,396
4	54,000
AVERAGE	59,599

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	70,068
2	56,000
3	52,736
4	52,000
5	48,667
6	36,200
AVERAGE	52,612

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	71,162
2	69,821
3	66,600
AVERAGE	69,194

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The fifteen participating universities from this region are as follows:

Colorado School of Mines
Colorado State University
Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)
—DENVER REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	90,000
2	79,300
3	75,000
4	74,676
5	72,500
6	72,450
7	72,000
8	70,626
9	67,569
10	67,468
11	66,000
12	65,000
13	64,000
14	63,388
15	62,650
AVERAGE	69,448

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	41,500
2	33,948
3	(33,928)
4	30,000
5	28,750
6	28,704
7	28,200
8	26,100
9	25,800
10	25,400
11	24,213
12	19,589
AVERAGE	28,929

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	71,000
2	68,400
3	67,200
4	66,200
5	65,000
6	64,850
7	63,300
8	62,500
9	61,000
10	60,291
11	56,000
12	51,000
13	48,104
14	44,878
AVERAGE	59,266

RANK	SALARY
1	49,544
2	48,894
3	47,270
4	43,690
5	42,750
6	42,000
7	40,300
8	39,800
9	38,954
10	38,000
11	38,000
12	37,675
13	35,700
AVERAGE	42,505

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	56,190
2	50,800
3	49,000
4	47,154
5	46,270
6	45,000
7	42,800
8	42,420
9	42,420
10	38,551
11	38,128
12	28,540
AVERAGE	43,935

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DENVER REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	67,584
2	64,700
3	59,400
4	58,900
5	55,902
6	55,900
7	55,800
8	54,000
9	54,000
10	46,000
11	38,359
AVERAGE	55,513

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	46,400
2	39,600
3	32,364
4	30,440
5	23,043
6	22,500
7	18,725
8	15,500
AVERAGE	29,072

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	49,306
2	46,000
3	45,745
4	44,500
5	41,799
6	40,632
7	38,900
8	36,900
9	34,896
10	34,000
11	33,335
12	32,905
13	31,927
14	30,377
AVERAGE	38,413

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	56,417
2	49,680
3	44,300
4	42,700
5	42,000
6	41,100
7	39,500
8	34,850
9	33,900
10	21,000
AVERAGE	40,104

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	44,000
2	29,350
3	26,589
4	25,000
5	17,130
AVERAGE	28,414

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	42,000
2	40,300
3	37,832
4	36,264
5	35,000
6	(33,928)
7	33,613
8	32,300
9	32,000
10	29,590
11	28,700
12	25,990
13	22,870
14	22,661
AVERAGE	32,355

TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	59,700
2	54,888
3	51,375
4	50,400
5	49,015
6	48,000
7	48,000
8	47,000
9	47,000
10	44,910
AVERAGE	49,949

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(45,492)
2	40,392
3	39,407
4	37,744
5	37,400
6	37,000
7	34,766
8	31,900
9	30,058
10	(28,600)
11	27,300
12	22,500
AVERAGE	34,288

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH
CENTER

RANK	SALARY
1	77,064
2	67,995
3	57,590
4	47,400
5	54,317
6	53,010
7	53,000
8	48,742
9	37,836
AVERAGE	58,390

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	57,630
2	38,194
3	36,898
4	35,894
5	34,500
6	34,000
7	32,246
8	26,886
AVERAGE	34,781

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	37,200
2	39,684
3	34,100
4	33,744
5	32,400
6	31,644
7	31,626
8	30,000
9	27,801
10	24,490
11	23,900
12	23,224
13	21,754
AVERAGE	30,032

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(45,402)
2	40,420
3	38,800
4	38,370
5	34,000
6	33,500
7	33,500
8	31,900
9	30,400
10	29,730
11	28,600
12	(28,600)
13	27,338
14	26,311
15	24,543
AVERAGE	32,848

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	47,300
2	(39,500)
3	37,100
4	36,666
5	34,462
6	34,008
7	33,500
8	33,112
9	31,644
10	31,644
11	27,100
12	26,225
13	25,600
14	14,376
AVERAGE	32,446

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TABLE II (Continued)
—DENVER REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	49,000
2	62,600
3	48,000
4	45,216
AVERAGE	55,204

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	49,596
2	48,500
3	42,500
4	42,120
5	39,900
6	37,440
AVERAGE	43,343

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	62,900
2	57,000
3	48,992
4	39,900
AVERAGE	51,868

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	46,000
2	44,000
3	43,300
4	41,400
5	41,023
6	40,908
7	38,840
8	36,727
9	36,648
10	34,648
11	34,190
12	33,700
13	27,492
AVERAGE	38,614

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	50,520
2	47,700
3	41,990
4	34,779
5	27,670
AVERAGE	38,931

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	41,000
2	31,147
3	26,016
4	25,790
5	22,900
6	20,556
AVERAGE	27,895

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	43,690
2	40,700
3	39,562
4	35,187
5	30,000
6	29,000
AVERAGE	36,390

TABLE II (Continued)
—DENVER REGION—

PUBLIC RELATIONS AND DEVELOPMENTS
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	42,561
2	40,400
3	38,500
4	35,640
5	33,292
6	31,500
7	31,000
8	29,000
9	16,408
AVERAGE	33,033

PUBLIC RELATIONS AND DEVELOPMENTS
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	43,551
2	42,120
3	39,700
4	35,000
5	31,944
6	30,000
7	28,000
8	23,794
9	20,600
AVERAGE	32,745

PUBLIC RELATIONS AND DEVELOPMENTS
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	34,558
2	34,441
3	34,000
4	22,193
AVERAGE	31,373

PUBLIC RELATIONS AND DEVELOPMENTS
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	60,000
2	54,300
3	53,768
4	51,016
5	41,255
AVERAGE	52,470

PUBLIC RELATIONS AND DEVELOPMENTS
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	48,000
2	45,972
3	42,000
4	37,000
5	34,200
6	33,453
7	29,843
AVERAGE	39,354

TABLE II (Continued)
—DENVER REGION—

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	43,301
2	39,360
3	39,300
4	37,600
5	28,480
6	34,000
7	14,713
8	28,704
AVERAGE	37,192

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	42,790
2	40,700
3	40,100
4	35,794
5	34,000
6	31,100
7	29,034
8	26,052
AVERAGE	35,065

TABLE II (Continued)
—DENVER REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	62,880
2	56,400
3	54,000
4	54,400
5	54,594
6	43,587
AVERAGE	54,544

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	46,000
2	(45,400)
3	45,640
AVERAGE	45,817

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	49,196
2	49,300
3	42,430
4	41,400
5	41,674
6	41,400
7	40,000
8	44,446
9	44,400
10	42,548
AVERAGE	51,362

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	43,440
2	61,620
3	57,100
4	56,000
5	55,000
6	54,400
7	51,724
8	49,400
9	48,554
10	46,146
11	46,100
AVERAGE	53,637

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	60,000
2	52,514
3	51,500
4	49,604
5	44,900
6	44,240
7	39,000
8	38,000
9	37,893
10	17,239
11	31,442

AVERAGE 44,213

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	54,308
2	57,655
3	44,800
4	53,700
5	51,800
6	50,000
7	49,000
8	46,000
9	44,446
10	34,740
11	37,500

AVERAGE 49,236

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	70,525
2	64,000
3	63,900
4	47,816
5	57,000
6	54,319
7	52,840
8	52,800
9	51,700
10	37,852

AVERAGE 56,876

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	46,444
2	(45,800)
3	45,255
4	43,120
5	35,576

AVERAGE 43,290

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	53,600
2	54,000
3	53,240
4	52,000
5	49,908
6	48,000
7	47,300
8	47,100
9	45,800
10	(43,301)
11	41,225

AVERAGE 48,842

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	55,000
2	50,000
3	46,070
4	39,774

AVERAGE 47,711

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	56,700
2	50,500
3	37,500
4	37,143

AVERAGE 45,461

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DENVER REGION—

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	70,890
2	66,000
3	64,839
4	59,018
5	54,703
6	50,339
AVERAGE	60,999

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	68,263
2	54,768
3	54,500
4	51,290
5	46,757
6	39,628
AVERAGE	52,529

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	89,628
2	85,911
3	73,300
4	49,516
AVERAGE	75,339

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	98,600
2	58,500
3	54,900
4	51,250
AVERAGE	55,813

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	59,129
2	49,000
3	37,750
AVERAGE	48,629

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	59,830
2	56,750
3	37,990
AVERAGE	51,510

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	58,788
2	55,332
3	53,370
4	48,000
5	47,900
6	44,742
7	34,976
AVERAGE	49,019

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The eleven participating universities from this region are as follows:

Iowa State University of Science and Technology
University of Iowa
University of Kansas at Lawrence
University of Missouri at Columbia
University of Missouri at Kansas City
University of Missouri at Rolla
University of Missouri at St. Louis
University of Nebraska at Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
—KANSAS CITY REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	80,000
2	89,500
3	73,500
4	77,450
5	70,000
6	68,000
7	68,000
8	64,200
9	63,000
10	62,600
AVERAGE	72,355

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	49,900
2	37,700
3	35,000
4	35,000
5	33,675
6	33,150
7	32,000
8	23,200
AVERAGE	34,953

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	80,000
2	75,600
3	70,625
4	67,300
5	63,500
6	60,000
7	59,450
8	58,000
9	56,650
AVERAGE	65,651

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	56,000
2	53,500
3	51,400
4	48,000
5	44,500
6	40,170
7	37,864
8	34,943
9	34,398
AVERAGE	44,308

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	58,000
2	56,750
3	55,000
4	(54,100)
5	52,500
6	49,500
7	45,500
8	41,500
9	40,575
10	39,600
11	39,000
AVERAGE	45,010

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—KANSAS CITY REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	66,900
2	60,400
3	59,600
4	58,000
5	57,000
6	55,750
7	54,050
8	51,950
9	48,850
AVERAGE	56,944

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	54,550
2	46,000
3	45,000
4	43,000
5	42,950
6	39,600
7	38,810
8	32,600
9	31,900
10	31,000
AVERAGE	40,541

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	62,000
2	57,600
3	42,350
AVERAGE	53,983

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	51,400
2	42,000
3	38,000
4	37,550
5	34,425
6	29,050
AVERAGE	38,754

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	31,600
2	30,779
3	27,384
4	26,300
5	25,253
AVERAGE	28,265

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	46,000
2	39,350
3	38,000
4	36,050
5	35,600
6	31,350
7	29,345
8	28,800
9	27,350
AVERAGE	34,649

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	44,000
2	43,525
3	37,900
4	37,740
5	36,000
6	34,650
7	33,800
8	31,400
9	29,600
10	29,000
11	27,775
AVERAGE	35,491

TABLE II (Continued)
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	69,000
2	63,600
3	49,800
4	59,600
5	55,500
6	53,900
7	47,000
8	41,000
9	48,525
AVERAGE	56,981

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(47,500)
2	39,900
3	(38,700)
4	38,300
5	37,900
6	37,500
7	34,500
8	32,130
9	30,000
10	26,200
AVERAGE	36,163

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH
CENTER

RANK	SALARY
1	73,000
2	43,722
3	60,500
4	60,156
5	55,500
6	51,223
7	38,000
8	19,393
AVERAGE	52,687

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	43,100
2	42,900
3	40,800
4	39,175
5	38,500
6	38,000
7	37,000
AVERAGE	39,954

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	(49,000)
2	39,650
3	34,896
4	33,800
5	33,050
6	31,475
7	29,000
8	28,950
9	28,650
10	26,535
11	23,000
AVERAGE	32,182

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	36,526
2	31,150
3	28,029
4	24,000
5	19,400
AVERAGE	27,821

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	53,600
2	50,300
3	46,000
4	38,500
5	38,016
6	38,000
7	29,900
8	26,700
9	21,252
AVERAGE	38,030

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(47,500)
2	46,607
3	(45,000)
4	(38,700)
5	37,900
6	36,425
7	35,051
8	35,000
9	23,500
10	31,000
11	27,300
AVERAGE	37,635

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TABLE II (Continued)
—KANSAS CITY REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	53,500
2	48,725
3	36,400
4	30,800
5	30,000
6	27,987
7	22,975
AVERAGE	39,770

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	48,000
2	47,300
3	44,400
4	38,000
5	31,540
AVERAGE	41,848

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	55,000
2	53,300
3	49,000
4	43,665
5	39,700
6	38,450
7	38,208
8	37,000
9	36,300
10	33,800
AVERAGE	42,042

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	37,600
2	33,600
3	32,196
4	28,625
5	28,000
6	27,932
7	27,500
8	19,890
AVERAGE	29,417

TABLE II (Continued)
—KANSAS CITY REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	44,240
2	41,600
3	38,800
4	37,000
5	36,919
6	32,740
7	28,600
8	25,671
AVERAGE	36,049

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	50,860
2	41,000
3	38,000
4	28,000
AVERAGE	39,465

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	40,900
2	45,300
3	39,000
4	38,760
5	38,000
6	30,760
AVERAGE	40,493

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	44,000
2	42,000
3	40,000
4	38,800
5	38,000
AVERAGE	40,560

TABLE II (Continued)
—KANSAS CITY REGION—

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	50,644
2	44,100
3	41,700
4	37,279
5	34,900
6	34,000
7	29,000
AVERAGE	38,660

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	53,300
2	49,764
3	46,900
4	46,100
5	32,000
6	29,939
7	24,940
8	23,519
AVERAGE	37,879

TABLE II (Continued)
—KANSAS CITY REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	69,900
2	64,800
3	58,150
AVERAGE	64,283

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	69,900
2	63,300
3	56,500
4	54,150
5	56,000
6	49,600
7	48,390
8	54,300
AVERAGE	58,263

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	71,995
2	67,215
3	63,600
4	57,950
5	56,200
6	63,720
7	53,500
8	52,400
9	51,400
AVERAGE	58,662

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	61,600
2	56,200
3	52,075
4	51,000
5	47,800
6	47,262
7	46,600
8	45,000
9	42,150
10	41,514
AVERAGE	49,120

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	64,000
2	62,700
3	56,300
4	54,100
5	44,500
6	54,390
7	57,500
8	49,800
9	48,400
10	44,967
AVERAGE	54,466

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	77,000
2	69,900
3	63,800
4	60,200
5	57,750
6	57,500
7	54,100
AVERAGE	63,321

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	54,050
2	52,000
3	50,000
4	48,500
AVERAGE	51,138

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	57,800
2	56,800
3	56,631
4	55,300
5	53,900
6	52,500
7	49,000
8	47,000
9	44,050
AVERAGE	52,553

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	62,200
2	53,750
3	53,500
AVERAGE	56,483

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	56,500
2	53,700
3	50,000
AVERAGE	53,400

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	73,700
2	70,000
3	64,500
4	62,390
5	59,750
AVERAGE	66,060

DEANS (DIRECTORS):
LIBRARIANSHIP

RANK	SALARY
1	64,000
2	57,800
3	47,600
4	45,800
AVERAGE	53,800

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	66,000
2	56,350
3	55,500
AVERAGE	59,283

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The eleven participating universities from these combined regions are as follows:

City University of New York-
Bernard/Baruch College
City University of New York-
Brooklyn College
State University of New York at Albany
State University of New York at Binghamton
State University of New York at Buffalo
State University of New York at Stony Brook
University of Connecticut
University of Lowell
University of Maine at Orono
University of New Hampshire
University of Vermont

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	80,000
2	76,000
3	71,000
4	69,620
5	69,620
6	64,538
7	64,538
8	61,000
9	62,924
10	60,000
11	59,080
AVERAGE	64,938

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	62,070
2	54,498
3	53,456
4	50,115
5	48,671
6	43,393
7	43,000
8	42,900
9	39,000
10	35,000
11	27,882
AVERAGE	45,450

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	70,925
2	56,600
3	44,963
4	44,963
5	44,000
6	44,000
7	40,000
8	49,000
AVERAGE	59,306

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	44,491
2	(43,000)
3	39,593
4	38,500
5	37,849
6	34,949
7	34,023
8	28,687
9	15,000
AVERAGE	35,241

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	64,910
2	52,891
3	52,000
AVERAGE	56,934

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	59,400
2	58,315
3	51,520
4	49,000
5	49,000
6	43,393
7	43,000
8	43,000
9	33,048
AVERAGE	47,297

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TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	49,300
2	61,734
3	61,734
4	61,721
5	60,909
6	61,000
7	60,000
8	49,000
AVERAGE	57,625

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	40,300
2	52,487
3	52,396
4	52,108
5	44,900
6	44,259
7	38,662
8	38,000
AVERAGE	47,839

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	53,380
2	51,559
3	41,197
4	39,869
5	28,240
6	27,000
AVERAGE	39,940

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	38,838
2	38,546
3	34,613
4	30,400
5	29,900
6	29,301
7	22,000
AVERAGE	32,171

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	47,900
2	49,000
3	41,710
4	39,988
5	39,259
6	38,191
7	38,000
8	37,900
9	36,108
10	28,000
AVERAGE	39,166

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	48,642
2	44,709
3	44,700
4	43,000
5	42,794
6	41,834
7	37,948
8	35,415
9	34,000
10	29,750
11	25,000
AVERAGE	38,844

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	58,005
2	54,413
3	53,929
4	53,900
5	52,000
6	47,000
7	49,143
AVERAGE	51,998

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	43,000
2	42,510
3	39,647
4	39,530
5	37,900
6	31,871
7	30,965
8	30,217
9	30,000
10	28,726
AVERAGE	33,997

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH
CENTER

RANK	SALARY
1	59,800
2	54,162
3	54,816
4	51,920
5	47,680
6	46,216
7	49,588
8	42,500
AVERAGE	50,585

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	50,500
2	49,200
3	48,000
4	44,273
5	42,000
6	40,000
7	38,434
8	30,000
AVERAGE	42,801

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	34,108
2	36,000
3	34,827
4	34,000
5	33,000
6	32,095
7	31,240
8	30,381
9	28,500
10	27,384
AVERAGE	32,394

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	41,754
2	40,667
3	40,400
4	38,871
5	36,000
6	36,000
7	39,316
8	34,845
9	34,734
10	34,340
AVERAGE	37,289

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	38,915
2	37,616
3	39,110
4	34,400
5	34,000
6	33,516
7	30,290
8	30,000
9	23,000
AVERAGE	32,983

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	41,734
2	38,540
3	37,200
4	32,724
5	29,135
6	22,000
AVERAGE	33,556

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	49,502
2	48,642
3	46,100
4	43,450
5	40,491
6	40,107
7	40,000
8	39,800
9	36,985
10	33,500
AVERAGE	41,874

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	53,030
2	46,000
3	43,393
4	36,000
AVERAGE	44,606

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	46,523
2	46,000
3	44,726
4	43,500
5	41,982
6	40,000
7	38,000
8	36,450
9	35,865
10	34,890
AVERAGE	40,793

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	44,092
2	40,034
3	34,222
4	33,912
5	33,800
6	32,000
7	27,694
8	26,750
9	25,000
10	25,604
AVERAGE	32,404

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	47,135
2	43,393
3	43,000
4	40,191
5	37,974
6	24,325
7	24,000
AVERAGE	37,704

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	63,829
2	39,624
3	37,990
4	30,989
5	30,217
AVERAGE	40,929

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	38,625
2	32,270
3	31,217
4	26,892
5	26,000
6	24,574
7	24,420
8	21,827
AVERAGE	28,353

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	53,800
2	47,000
3	46,110
AVERAGE	48,970

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	56,243
2	52,000
3	47,972
AVERAGE	51,938

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	68,147
2	61,968
3	61,414
AVERAGE	63,847

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	40,000
2	43,183
3	39,877
4	39,251
5	38,000
6	26,049
7	34,753
8	31,649
9	30,217
AVERAGE	38,109

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	47,800
2	43,367
3	39,484
4	34,845
5	37,151
6	32,500
7	32,479
8	27,710
AVERAGE	39,917

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	60,590
2	54,700
3	49,630
4	43,022
AVERAGE	51,976

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	62,400
2	61,600
3	56,573
4	53,171
5	51,558
6	49,911
7	42,009
AVERAGE	53,317

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	65,400
2	61,734
3	56,924
4	56,000
5	51,558
6	48,086
7	48,000
8	45,000
9	40,000
AVERAGE	52,522

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	57,000
2	50,195
3	48,694
4	45,228
5	44,000
6	41,490
7	36,149
8	34,567
AVERAGE	44,040

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	59,294
2	55,600
3	54,000
4	53,940
5	52,000
6	51,558
7	42,996
8	42,000
AVERAGE	51,420

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	66,040
2	61,734
3	60,000
4	58,160
5	53,000
6	45,008
7	42,000
AVERAGE	55,139

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	56,243
2	52,000
3	51,000
4	50,287
5	46,000
6	43,000
7	41,410
8	41,357
AVERAGE	47,662

DEANS (DIRECTORS):
HEALTH/PHYS. EDUCATION/RECREATION

RANK	SALARY
1	49,000
2	44,140
3	38,000
4	31,130
AVERAGE	39,573

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	62,100
2	55,989
3	52,300
4	51,000
AVERAGE	55,346

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	93,000
2	83,621
3	80,361
4	75,012
5	61,600
AVERAGE	78,719

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	55,698
2	54,526
3	53,000
4	50,350
5	48,150
AVERAGE	52,337

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	57,627
2	51,036
3	48,902
4	42,000
AVERAGE	49,891

TABLE II (Continued)
—NEW YORK AND BOSTON REGIONS—

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	59,529
2	46,611
3	49,730
AVERAGE	55,290

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	57,600
2	46,916
3	54,526
4	53,420
AVERAGE	55,991

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	56,163
2	50,287
3	39,899
4	34,886
AVERAGE	45,309

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The ten participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Temple University
University of Maryland - Baltimore Professional School
University of Maryland-Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and
State University
West Virginia University

TABLE II (Continued)
—PHILADELPHIA REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	94,666
2	93,000
3	89,494
4	80,080
5	71,000
6	67,080
7	54,217
8	44,000
9	40,180
10	31,400

AVERAGE 73,112

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	56,400
2	52,425
3	49,100
4	49,032
5	48,790
6	43,500
7	42,800
8	41,055
9	40,739
10	39,500

AVERAGE 46,550

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	79,800
2	71,499
3	60,850
4	60,000
5	58,980
6	(54,000)
7	49,249
8	(48,098)

AVERAGE 60,810

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	40,500
2	33,193
3	31,487
4	31,037
5	30,550
6	29,690
7	25,999
8	24,837
9	24,837
10	22,300

AVERAGE 29,473

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	79,800
2	78,500
3	69,500
4	(58,000)
5	(48,098)
6	36,996

AVERAGE 61,816

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	54,400
2	51,800
3	50,000
4	47,800
5	47,590
6	47,500
7	44,400
8	43,506
9	40,700
10	36,744
11	34,069

AVERAGE 45,510

TABLE II (Continued)
—PHILADELPHIA REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	79,800
2	70,000
3	59,000
4	58,750
5	58,000
6	53,859
7	51,000
8	48,098
9	48,000
AVERAGE	58,503

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	42,397
2	38,781
3	34,455
4	33,929
5	32,000
6	30,950
7	30,311
AVERAGE	34,690

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	49,390
2	44,000
3	40,572
4	40,548
5	39,667
6	38,500
7	37,092
8	33,929
9	33,193
AVERAGE	39,296

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	44,000
2	39,874
3	39,600
4	36,500
5	36,000
6	35,471
7	33,936
8	28,397
9	27,814
AVERAGE	35,732

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	44,000
2	39,100
3	29,597
4	27,150
AVERAGE	34,962

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	48,400
2	47,500
3	46,000
4	45,400
5	42,397
6	40,550
7	37,318
8	36,450
9	35,471
10	31,804
AVERAGE	41,159

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	45,400
2	36,800
3	25,971
AVERAGE	36,124

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TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
VICE DEPARTMENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	57,470
2	57,250
3	47,000
4	49,200
5	47,724
6	49,000
7	49,000
8	47,700
AVERAGE	50,185

STUDENT AFFAIRS OFFICERS:
REGISTER

RANK	SALARY
1	48,400
2	42,018
3	42,000
4	40,100
5	39,250
6	34,800
7	33,955
8	31,500
AVERAGE	38,503

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH
CENTER

RANK	SALARY
1	84,210
2	64,150
3	59,798
4	55,290
5	54,800
6	51,314
7	50,000
8	47,805
9	30,402
AVERAGE	54,930

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	49,000
2	40,950
3	39,000
4	34,773
5	35,300
6	34,400
7	30,000
AVERAGE	37,773

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	37,958
2	36,900
3	32,500
4	31,300
5	31,081
6	30,095
7	27,946
8	25,550
9	24,912
10	23,100
AVERAGE	30,667

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	33,820
2	29,678
3	23,600
4	22,400
AVERAGE	25,875

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	43,444
2	39,685
3	33,750
4	33,678
5	33,300
6	27,822
7	25,971
8	25,070
9	24,837
10	19,427
AVERAGE	30,137

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	40,939
2	39,000
3	38,364
4	38,000
5	35,156
6	35,000
7	35,000
8	31,700
AVERAGE	36,770

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TABLE II (Continued)
—PHILADELPHIA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	79,800
2	70,150
3	53,408
4	(43,991)
AVERAGE	61,852

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	70,000
2	67,000
3	58,700
4	58,315
5	47,000
6	(43,991)
AVERAGE	57,494

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	66,000
2	57,700
3	55,800
4	50,400
5	45,000
6	37,200
7	36,400
AVERAGE	49,786

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	49,200
2	46,000
3	43,000
4	36,000
5	34,300
6	33,193
AVERAGE	40,282

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	50,497
2	41,000
3	34,756
4	33,193
5	31,690
6	30,056
AVERAGE	36,799

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	57,400
2	53,699
3	43,200
4	43,000
5	40,550
6	38,000
7	33,264
8	32,455
9	24,391
AVERAGE	40,642

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	51,000
2	47,900
3	39,340
4	35,000
5	34,500
6	27,150
7	26,028
8	23,761
9	23,276
AVERAGE	33,647

TABLE II (Continued)
—PHILADELPHIA REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND FOR INFORMATION

RANK	SALARY
1	40,500
2	35,000
3	32,455
4	32,455
5	24,391
AVERAGE	32,960

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	43,200
2	43,000
3	35,700
4	34,653
AVERAGE	39,138

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	69,000
2	64,000
3	50,800
4	36,600
AVERAGE	55,100

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	44,625
2	44,000
3	38,400
AVERAGE	42,342

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	33,929
2	32,895
3	32,455
4	31,008
5	27,149
6	23,276
AVERAGE	30,119

RESEARCH SERVICES:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	49,518
2	40,800
3	36,725
4	33,929
5	33,820
6	33,800
7	30,372
8	29,690
AVERAGE	36,082

RESEARCH SERVICES:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	54,500
2	47,700
3	40,000
4	32,000
5	31,092
6	29,475
7	27,814
AVERAGE	37,512

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	65,200
2	60,500
3	51,828
AVERAGE	59,176

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	64,600
2	55,000
3	40,752
AVERAGE	53,454

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	75,600
2	65,500
3	56,000
4	54,500
5	47,332
6	50,700
7	45,516
AVERAGE	57,378

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	66,000
2	65,800
3	60,000
4	58,400
5	54,000
6	53,472
7	52,100
8	45,516
AVERAGE	57,047

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	56,000
2	51,400
3	48,700
4	48,000
5	45,516
AVERAGE	49,883

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	73,780
2	70,000
3	67,464
AVERAGE	70,415

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	67,500
2	59,000
3	55,679
4	54,000
5	57,650
6	49,300
7	48,000
8	45,516
AVERAGE	53,581

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	75,000
2	70,000
3	64,125
4	55,824
5	38,381
AVERAGE	60,666

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	53,000
2	52,200
3	52,000
4	45,516
AVERAGE	50,679

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	68,000
2	52,000
3	50,000
4	49,029
5	45,870
6	44,577
7	31,894
AVERAGE	48,874

DEANS (DIRECTORS):
HEALTH/PHYS. EDUCATION/RECREATION

RANK	SALARY
1	46,000
2	38,268
3	33,820
AVERAGE	39,363

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	61,500
2	55,942
3	45,516
AVERAGE	54,319

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	62,700
2	50,900
3	46,728
AVERAGE	53,443

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	87,200
2	72,475
3	70,000
4	66,600
AVERAGE	72,819

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	117,999
2	114,500
3	99,597
4	86,350
5	77,008
AVERAGE	97,691

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TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS (DIRECTOR):
NURSING

RANK	SALARY
1	63,000
2	58,000
3	52,000
4	44,814
AVERAGE	54,404

DEANS (DIRECTOR):
PHARMACY

RANK	SALARY
1	62,939
2	61,000
3	57,900
4	53,004
AVERAGE	57,716

DEANS (DIRECTOR):
SOCIAL WORK

RANK	SALARY
1	59,404
2	50,000
3	41,726
AVERAGE	52,400

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For the purposes of this survey, Guam and Samoa are not included. The eight participating universities from this region are as follows:

Arizona State University
California State University at
Los Angeles
Northern Arizona University
University of Arizona
University of California at Davis
University of Hawaii at Manoa
University of Nevada at Las Vegas
University of Nevada at Reno

TABLE II (Continued)
—SAN FRANCISCO REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	86,213
2	84,213
3	76,900
4	74,000
5	72,940
6	70,760
7	58,500
8	58,000
AVERAGE	73,078

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	44,517
2	38,390
3	33,292
4	29,000
5	27,031
AVERAGE	34,436

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	71,000
2	66,000
3	60,610
4	59,160
5	57,375
6	47,100
7	44,144
AVERAGE	60,770

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	55,700
2	55,622
3	51,292
4	46,788
5	46,630
AVERAGE	51,206

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	63,223
2	56,400
3	54,145
4	50,250
5	49,623
6	48,072
7	47,610
AVERAGE	52,790

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—SAN FRANCISCO REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	41,237
2	40,860
3	40,000
4	36,277
5	35,302
6	(34,144)
7	34,032
AVERAGE	37,499

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	54,340
2	49,000
3	48,591
4	46,477
5	38,035
6	29,028
AVERAGE	44,412

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	65,835
2	40,500
3	46,605
4	46,215
5	45,987
6	45,381
AVERAGE	49,924

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	42,198
2	41,500
3	39,498
4	38,450
5	37,110
6	35,040
7	35,035
AVERAGE	41,262

TABLE II (Continued)
—SAN FRANCISCO REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	65,300
2	62,121
3	54,865
4	(54,144)
5	52,400
AVERAGE	58,386

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	56,652
2	48,072
3	47,687
4	46,235
5	45,662
6	40,485
7	39,624
AVERAGE	44,202

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	39,400
2	34,800
3	34,485
4	33,636
5	32,510
6	26,116
7	25,570
8	23,203
AVERAGE	30,740

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(51,560)
2	50,172
3	41,419
4	38,927
5	35,530
6	32,268
7	34,860
8	28,000
AVERAGE	39,467

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(41,560)
2	41,445
3	40,437
4	35,268
5	35,000
6	32,252
7	32,148
8	31,370
AVERAGE	38,829

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	39,672
2	39,053
3	38,316
4	37,740
5	37,523
6	37,060
7	35,772
8	35,530
AVERAGE	37,483

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	44,600
2	41,474
3	38,419
4	35,969
5	33,440
6	29,383
AVERAGE	36,881

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	74,490
2	68,000
3	63,500
4	44,740
5	38,555
6	31,876
7	23,103
AVERAGE	58,192

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE II (Continued)
—SAN FRANCISCO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(73,700)
2	73,418
3	70,015
AVERAGE	72,378

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	45,154
2	46,725
3	(54,144)
AVERAGE	58,508

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	66,880
2	51,900
3	(48,072)
4	40,848
AVERAGE	51,925

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	40,000
2	47,686
3	47,095
4	40,191
AVERAGE	48,743

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	57,172
2	54,845
3	52,000
4	49,100
5	42,120
6	36,851
7	33,000
AVERAGE	46,444

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	54,400
2	(48,072)
3	41,751
4	35,845
5	34,495
AVERAGE	42,913

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	47,900
2	44,720
3	43,800
4	43,331
5	42,376
6	41,800
7	41,197
AVERAGE	43,496

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	42,725
2	39,254
3	36,957
4	34,370
AVERAGE	38,229

TABLE II (Continued)
—SAN FRANCISCO REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(73,700)
2	55,409
3	49,316
AVERAGE	59,479

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	59,565
2	(57,120)
3	29,831
AVERAGE	48,505

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	46,744
2	43,890
3	40,073
4	37,907
5	30,087
6	30,000
AVERAGE	37,394

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	49,072
2	44,515
3	42,692
AVERAGE	45,756

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	52,773
2	52,250
3	39,274
4	38,380
5	37,900
6	(33,420)
7	31,390
AVERAGE	40,758

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	(47,871)
2	55,047
3	37,849
AVERAGE	50,296

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALIEN SERVICES

RANK	SALARY
1	45,496
2	38,665
3	37,298
4	(34,044)
5	(33,420)
6	31,300
7	29,278
AVERAGE	35,860

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	45,267
2	44,748
3	29,820
4	24,170
AVERAGE	36,251

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	73,700
2	54,213
3	(57,120)
4	54,961
5	47,890
AVERAGE	59,997

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	50,464
2	48,950
3	48,734
4	48,072
5	43,866
6	34,889
AVERAGE	44,179

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	61,237
2	(47,871)
3	55,172
4	51,843
5	51,730
AVERAGE	55,571

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	59,000
2	54,356
3	54,290
AVERAGE	54,217

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	61,906
2	59,252
3	54,221
4	54,000
5	52,119
6	51,816
7	48,072
AVERAGE	54,484

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	59,244
2	47,687
3	42,000
AVERAGE	49,310

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	44,000
2	57,380
3	53,094
4	52,455
5	52,084
6	48,072
AVERAGE	54,916

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	70,000
2	67,100
3	60,610
4	56,080
5	49,000
6	54,000
7	(51,652)
8	48,072
AVERAGE	57,314

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	45,432
2	48,000
3	53,960
AVERAGE	59,131

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	70,000
2	61,739
3	56,080
4	54,274
5	54,611
6	54,340
7	48,072
AVERAGE	57,161

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	57,998
2	54,600
3	48,072
AVERAGE	53,557

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	50,300
2	65,254
3	62,178
4	61,000
AVERAGE	57,193

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	49,442
2	47,598
3	41,335
AVERAGE	46,112

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	102,900
2	86,700
3	83,968
4	66,940
AVERAGE	85,127

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	54,953
2	54,410
3	53,973
4	53,000
5	51,861
AVERAGE	54,430

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	56,188
2	50,840
3	48,070
AVERAGE	51,699

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-SIX UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The seven participating universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Alaska at Fairbanks
University of Idaho
University of Oregon
Washington State University

TABLE II (Continued)
—SEATTLE REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	94,037
2	90,804
3	69,092
4	69,092
5	69,092
6	59,998
7	56,856
AVERAGE	69,940

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	41,766
2	39,633
3	39,342
4	28,600
5	28,168
6	25,662
7	24,200
AVERAGE	29,627

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	83,138
2	78,704
3	54,600
4	54,142
5	50,008
AVERAGE	60,118

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	52,523
2	42,349
3	41,910
4	37,012
5	35,120
AVERAGE	41,782

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	73,810
2	52,580
3	50,000
4	49,896
5	49,769
6	44,520
7	28,002
AVERAGE	50,078

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TABLE II (Continued)
—SEATTLE REGION—

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	60,500
2	57,912
3	54,142
4	50,000
AVERAGE	55,641

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	35,156
2	34,344
3	32,865
4	30,420
5	29,640
6	26,079
AVERAGE	31,417

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	40,904
2	39,954
3	37,700
AVERAGE	38,186

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	44,805
2	46,500
3	37,488
4	37,149
5	33,011
6	31,049
AVERAGE	38,667

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	79,123
2	44,100
3	42,375
4	42,354
5	39,044
6	38,002
AVERAGE	47,502

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	59,925
2	39,617
3	32,700
4	32,700
5	32,700
6	28,940
7	27,582
AVERAGE	34,309

TABLE II (Continued)
—SEATTLE REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	54,225
2	48,000
3	44,315
AVERAGE	49,847

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	70,678
2	61,150
3	47,222
4	38,099
5	29,086
AVERAGE	46,445

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	51,700
2	37,858
3	28,414
AVERAGE	39,324

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	61,714
2	43,492
3	40,695
4	40,065
5	34,021
6	29,424
7	29,349
AVERAGE	39,834

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	61,714
2	43,492
3	40,830
4	40,695
5	34,091
6	31,700
7	30,341
AVERAGE	40,698

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	50,419
2	37,440
3	36,213
4	34,494
5	31,363
6	29,307
7	29,023
AVERAGE	35,603

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	42,043
2	38,213
3	37,232
4	36,228
5	34,095
6	29,295
AVERAGE	36,178

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	56,742
2	44,917
3	43,808
4	42,008
5	30,615
6	48,539
7	47,500
AVERAGE	42,161

TABLE II (Continued)
—SEATTLE REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	58,000
2	54,500
3	46,521
AVERAGE	53,007

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	69,118
2	42,704
3	41,760
4	41,748
5	40,500
6	37,417
7	31,487
AVERAGE	43,533

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	48,233
2	36,600
3	28,168
4	26,590
AVERAGE	34,888

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	50,419
2	39,674
3	31,690
4	29,858
5	26,478
AVERAGE	34,624

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	56,472
2	44,020
3	43,235
4	40,000
5	20,044
AVERAGE	41,154

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	39,074
2	(34,386)
3	32,698
AVERAGE	35,386

TABLE II (Continued)
—SEATTLE REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	47,528
2	38,275
3	32,761
4	31,529
AVERAGE	37,523

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	46,310
2	43,408
3	36,498
4	36,196
5	34,386
AVERAGE	43,752

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	51,550
2	45,560
3	43,017
4	43,426
AVERAGE	46,388

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	37,353
2	37,229
3	32,300
4	31,462
5	27,812
6	26,857
AVERAGE	32,202

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	60,975
2	60,100
3	49,005
AVERAGE	56,693

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TABLE II (Continued)
—SEATTLE REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	59,613
2	67,000
3	62,400
4	52,913
AVERAGE	56,882

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	74,901
2	62,818
3	57,739
4	50,000
5	49,820
6	48,003
7	42,512
AVERAGE	55,113

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	76,003
2	56,869
3	53,200
4	50,008
5	49,400
AVERAGE	57,096

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	79,477
2	58,000
3	52,797
4	52,012
5	44,626
6	43,117
AVERAGE	55,005

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	86,902
2	61,388
3	57,304
4	53,431
5	53,174
6	50,509
7	44,015
AVERAGE	58,103

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	63,979
2	54,440
3	48,003
4	47,084
5	44,103
6	44,000
AVERAGE	50,938

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	49,500
2	39,802
3	35,016
AVERAGE	41,439

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	52,533
2	52,000
3	43,347
4	43,235
AVERAGE	47,79

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1982-1983

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG THIRTY UNIVERSITY SYSTEMS
IN TWENTY-SIX STATES

This table summarizes the data for thirty university systems in twenty-six states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities & Colleges
City University of New York System
Indiana University
Louisiana State University System
Montana University System
North Dakota State University
Oregon State System of Higher Education
Southern Illinois University
State University and Community College
System of Tennessee
State University System of Florida
Texas A & M University System
University of Alabama System
University of Arkansas System
University of Colorado
University of Hawaii System
University of Houston System
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Missouri
University of Nebraska
University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Texas System
University of Wisconsin System
University System of New Hampshire
University System of South Texas

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	135,000
2	127,500
3	98,430
4	94,300
5	92,400
6	90,674
7	89,900
8	89,000
9	83,000
10	80,398
11	80,000
12	80,000
13	78,000
14	78,000
15	77,174
16	76,500
17	76,100
18	75,250
19	74,000
20	72,380
21	70,467
22	69,800
23	69,090
24	67,569
25	66,724
26	66,000
27	62,700
28	58,100
29	53,460
AVERAGE	80,288

ACADEMIC OFFICERS:
ASSOCIATE VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY
1	64,134
2	58,001
3	56,400
4	51,000
5	(50,200)
6	47,943
7	45,800
8	44,700
9	43,000
AVERAGE	51,586

ACADEMIC OFFICERS:
ASSISTANT VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY
1	51,237
2	49,900
3	42,633
4	40,000
5	37,823
6	37,297
7	33,280
8	32,900
AVERAGE	40,634

ACADEMIC OFFICERS:
VICE PRESIDENT / VICE CHANCELLOR

RANK	SALARY
1	79,245
2	76,510
3	74,720
4	71,500
5	69,640
6	68,800
7	64,700
8	63,513
9	63,700
10	(62,300)
11	59,850
12	59,192
13	59,000
14	57,973
15	57,500
16	56,100
17	56,000
18	54,000
19	51,797
20	51,644
21	50,256
22	48,655
AVERAGE	61,731

ACADEMIC OFFICERS:
DIRECTOR

RANK	SALARY
1	61,000
2	51,245
3	50,167
AVERAGE	54,142

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY
1	83,000
2	76,500
3	75,000
4	71,400
5	68,500
6	66,000
7	64,424
8	64,386
9	(62,300)
10	57,973
11	55,152
12	54,900
AVERAGE	66,628

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY
1	92,294
2	76,500
3	74,004
4	70,109
5	60,871
6	60,500
7	58,040
8	57,673
9	56,286
10	51,797
AVERAGE	65,903

OPERATIONS OFFICERS:
ASSOCIATE VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY
1	90,000
2	80,563
3	72,000
4	51,449
5	47,800
6	42,067
7	41,060
AVERAGE	60,134

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/ASSISTANT TO
THE PRESIDENT/CHANCELLOR

RANK	SALARY
1	49,900
2	63,000
3	50,726
4	(40,200)
5	(50,200)
6	49,500
7	46,750
8	44,100
9	44,000
10	43,200
11	42,693
12	42,500
13	40,900
14	40,239
15	39,855
16	38,684
17	34,815
18	34,324
19	33,000
20	27,000
21	26,099
22	26,088
AVERAGE	42,535

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	82,400
2	77,000
3	(68,600)
4	65,220
5	61,300
6	60,000
7	(60,000)
8	58,733
9	57,973
10	55,121
11	44,450
12	52,800
13	49,740
14	48,841
15	48,655
16	48,048
17	46,317
18	44,200
19	43,836
20	(43,200)
21	42,693
22	42,590
23	42,350
AVERAGE	54,524

OPERATIONS OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	(60,372)
2	56,500
3	42,141
4	51,245
5	48,100
6	34,620
7	34,500
8	34,600
9	33,140
10	33,074
11	32,112
12	32,000
13	31,015
AVERAGE	41,418

OPERATIONS OFFICERS:
SECRETARY TO THE BOARD

RANK	SALARY
1	80,000
2	70,753
3	(68,600)
4	(60,000)
5	53,700
6	(52,200)
7	51,500
8	50,749
9	47,700
10	44,000
11	43,393
12	(43,200)
13	39,242
14	34,347
15	33,074
16	32,659
17	28,559
18	27,257
19	24,564
20	27,900
21	20,100
AVERAGE	44,309

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	77,000
2	74,410
3	74,004
4	68,900
5	69,010
6	64,814
7	62,000
8	61,992
9	60,871
10	50,300
11	57,973
12	47,743
13	44,902
14	55,200
15	54,500
16	44,500
17	50,000
18	48,000
19	44,072
AVERAGE	60,589

FINANCE AND BUSINESS OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	72,500
2	60,500
3	57,000
4	53,508
5	52,800
6	48,740
7	48,655
8	48,000
9	44,000
10	41,700
11	41,406
12	38,500
13	32,800
14	32,700
15	32,000
16	31,450
17	30,400
18	29,076
AVERAGE	44,225

FINANCE AND BUSINESS OFFICERS:
AUDITOR

RANK	SALARY
1	59,800
2	59,600
3	52,141
4	46,370
5	44,000
6	42,400
7	42,247
8	42,142
9	41,712
10	40,174
11	39,804
12	39,000
13	35,000
14	34,900
15	33,500
16	33,143
17	32,543
18	32,079
AVERAGE	41,255

FINANCE AND BUSINESS OFFICERS:
ASSOCIATE VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	55,074
2	51,218
3	44,250
AVERAGE	50,181

FINANCE AND BUSINESS OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	37,296
2	34,800
3	29,600
AVERAGE	32,564

FINANCE AND BUSINESS OFFICERS:
TREASURER

RANK	SALARY
1	52,400
2	54,000
3	53,000
4	52,000
5	47,500
6	44,000
7	43,500
8	39,693
9	39,615
AVERAGE	51,301

FINANCE AND BUSINESS OFFICERS:
ASSISTANT VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	46,400
2	50,650
3	49,000
4	48,000
5	47,249
6	44,820
7	43,600
8	36,600
AVERAGE	48,290

FINANCE AND BUSINESS OFFICERS:
CONTROLLER

RANK	SALARY
1	70,655
2	56,000
3	55,700
4	54,600
5	52,141
6	52,000
7	47,500
8	47,203
9	46,896
10	45,030
11	44,411
12	42,700
13	42,067
14	40,500
15	40,000
16	38,174
17	34,896
AVERAGE	47,587

FINANCE AND BUSINESS OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	71,500
2	(60,372)
3	(50,200)
4	50,000
5	48,743
6	43,800
7	43,600
8	43,393
9	42,600
10	42,475
11	41,195
12	40,639
13	39,053
14	32,900
15	28,940
16	28,711
17	25,950
AVERAGE	42,947

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TABLE III (Continued)
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PUBLIC RELATIONS OFFICERS
INFORMATION SERVICES:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	47,600
2	(41,900)
3	(41,610)
AVERAGE	42,370

PUBLIC RELATIONS OFFICERS
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	42,900
2	40,391
3	47,828
4	49,659
5	42,973
6	42,019
7	41,000
8	41,000
9	40,400
10	40,000
11	38,425
12	39,094
13	34,700
14	30,000
15	29,000
16	29,000
AVERAGE	39,436

PUBLIC RELATIONS OFFICERS
LEGISLATIVE RELATIONS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	64,447
2	60,871
3	56,600
4	54,544
5	(52,200)
6	49,000
7	(41,900)
8	(41,610)
AVERAGE	52,149

PUBLIC RELATIONS OFFICERS
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	71,000
2	63,400
3	68,000
4	57,073
5	52,000
6	49,229
7	48,150
8	41,904
9	40,000
10	38,800
11	29,836
12	22,400
AVERAGE	48,907

PUBLIC RELATIONS OFFICERS
DEVELOPMENT:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	74,548
2	61,873
3	51,270
4	45,000
5	(41,610)
AVERAGE	54,860

PUBLIC RELATIONS OFFICERS
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	64,677
2	36,950
3	35,750
4	35,000
AVERAGE	43,094

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FACILITIES (CAMPUS PLANNING
AND DEVELOPMENT) OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	69,220
2	57,973
3	53,536
4	53,316
5	47,616
6	45,680
AVERAGE	53,890

FACILITIES (CAMPUS PLANNING
AND DEVELOPMENT) OFFICERS:
ASST VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	54,500
2	42,000
3	51,418
4	40,410
5	39,420
AVERAGE	47,591

FACILITIES (CAMPUS PLANNING
AND DEVELOPMENT) OFFICERS:
DIRECTOR

RANK	SALARY
1	60,500
2	50,966
3	50,391
4	46,692
5	49,796
6	42,800
7	42,689
8	41,500
9	40,711
10	39,690
11	36,648
12	32,100
13	29,850
AVERAGE	43,093

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